**SYLLABUS**

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| COURSE TITLE | Managing Human Resources Development |
| CREDITS | 3 ECTS |
| LANGUAGE OF INSTRUCTION | ENGLISH |
|  DEPARTMENT/FACULTY | Institute of Pedagogy, Human Resource Development Laboratory |
| LECTURER(S) | Dr hab. Andrzej Różański |
| COURSE OBJECTIVES |
| Students who successfully complete this course will have a basic knowledge of and insight into:* understanding basic concepts and practices on human resources development field
* recognizing the problems related to the selected HRD problems in public and private organizations according to their level of development and implemented techniques for improvement of organizational and individual performance
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| PREREQUISITES  | none |
| COURSE ORGANISATION –LEARNING FORMAT AND NUMBER OF HOURS |
| 20 hours of lecture (one lecture per week – including online class) – summer semester |
|  COURSE DESCRIPTION |
| Managing Human Resources Development course, addresses the concepts, theories, and techniques in human resources development; emphasis on creating, managing, and sustaining of HR system. Professional activities organized around diagnosis, implementation, and evaluation of individual, team, and organization work and learning effectiveness in public and private organizations; 1. history, concepts, theories of HRD2. plan, develop and implement techniques for improving organizational and individual performance, including talent development 3. apply task and content analysis/ diagnosis, techniques4. design and deliver training and performance support programs, including online solution5. assess the effectiveness of training programs for individuals and organization |
| METHODS OF INSTRUCTION | Lecture, discussion, didactic film, reading assignments, quizzes, case studies etc |
|  REQUIREMENTS AND ASSESSMENTS | \* Attendance and active participation in classes (discussion)\*One test during the term covering the texts (multiple choice; true- false statements; gapped sentences)\* One short presentation.  |
| GRADING SYSTEM | Success in this course depends on attending class regularly, actively participating in class (short presentation), and taking thorough notes. **Tests:** There will be one mini test. Students will be informed about it at least 2 weeks in advance. They will be based on a recommended reading. Scores 0-50% - 2.0 50-59%-3.0 60-69% -3.5 70-79%-4.0 80-89% - 4.5 90-100%-5.0  |
| TOTAL STUDENT WORKLOAD NEEDED TO ACHIEVE EXPECTED LEARNING OUTCOMES EXPRESSED IN TIME AND ECTS CREDIT POINTS  |

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| **Activity** | **Hours:** |
| Lecture | 20 |
| Workshops | 0 |
| Preparation for classes (Reading, homework etc.) | 15 |
| Preparing a presentation | 5 |
| Revising for the exam | 15 |
| Exam | 2 |
| Total | 55 |
| ECTS | 3 |

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| STUDY MATERIALS | **REQUIRED BOOKS/READINGS:**1. Swanson Richard A. (2022). Foundations of Human Resource Development. Berrett-Koehler Publishers. Third Edition
2. Knowles M. S., Holton III E.F., Swanson R. A., Robinson P.A. (2020 ). The Adult Learner The Definitive Classic in Adult Education and Human Resource Development. Routledge, London
3. Kirkpatrick D. L., Kirkpatrick J. D. (2006). Evaluating training programs : the four levels. Berrett-Koehler, San Francisco, CA

**SUPPLEMENTAL OR OPTIONAL BOOKS/READINGS:**1. Cseh M., Rozanski A., Nemeskéri Z. and Béla K (2014). Human Resource Development in Hungary and Poland, (in) R. F. Poell, T. S. Rocco, & G. Roth (Eds.). The Routledge Companion to Human Resource Development. Routledge.
2. Różański A., From folk high school to Human Resource Development: Polish experience, HUMAN RESOURCE DEVELOPMENT INTERNATIONAL, 18(2), 2015. Publisher: Taylor & Francis Group.
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