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| **Prowadzący** | Anna Rakowska, Professor / Aneta Karasek , Phd |
| **Oferta PJO\*** | NIE |
| **Oferta PJOE\*** | TAK |
| **Kierunek, rok, stopień dla PJO** | Zarządzanie, |
| **Semestr roku 2024/2025** | Zimowy i Letni |

\* PJO – przedmiot w języku obcym dla studentów polskich / PJOE – przedmiot w języku obcym dla studentów Erasmus+

\*\* zostawić właściwe

BASIC INFORMATION ABOUT THE SUBJECT (INDEPENDENT OF THE CYCLE)

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| **Module name** | People management in the digital economy |
| **Erasmus code** |  |
| **ISCED code** |  |
| **Language of instruction** | English |
| **Website** | [https://www.umcs.pl/en/courses-in-english-2021-2022,21582.htm](https://www.umcs.pl/en/courses-in-english-2021-2022%2C21582.htm) (dla PJOE) |
| **Prerequisites** | - |
| **ECTS points hour equivalents** | Contact hours (work with an academic teacher): 30 Total number of hours with an academic teacher: 45 Number of ECTS points with an academic teacher: 3 Non-contact hours (students' own work): 45Total number of non-contact hours: 45Number of ECTS points for non-contact hours: 3Total number of ECTS points for the module: 6 |
| **Educational outcomes verification methods** | Active participation in the classes and preparing an oral presentation and project. |
| **Description** | The main objectives of the course:1. to clarify the character of the human resource management practice in the context of digital transformation
2. to learn about practices related to human resource management practice
3. to develop the basic set of methods and techniques needed for managing human resources and employee management
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| **Reading list** | 1. A.Elliot, Making Sense of AI: Our Algorithmic World, Polity, 2022
2. A.Elliot, Algorithmic Intimacy: The Digital Revolution in Personal Relationships, Polity, 2023
3. W. Wong, V. Anderson, H. Bond, Human Capital Management Standards: A Complete Guide, Kogan Page, 2019
4. M. Armstrong, S. Taylor, Armstrong's Handbook of Human Resource Management Practice: A Guide to the Theory and Practice of People Management. Kogan Page, 2023.
5. P.Sparrow, H. Shipton, P.Budhwar, A. Brown, Human Resource Management, Innovation and Performance, Palgrave Macmillan UK, 2015
6. A.Rakowska (eds.) Unlocking the Potential of Employees intheContextofOrganizational Diversity, ToKnowPress, 2018
7. DG.Collings, H.Scullion, P. Caligiuri (eds), Global talent management, second edition, Routledge, Taylor&Francis Group, 2019.
8. W. F.Cascio, J. W.Boudreau, The search for global competence: From international HR to talent management, Journal of World Business,

Volume 51, Issue 1, 2016, pp. 103-114 |
| **Educational outcomes** | KNOWLEDGE1. related to the new trends in human resource management (HRM)
2. related to the character of work and competencies and HR Specialist
3. essential Human Resource Management practices

 SKILLS1. use of HRM practice in development
2. retaining and engaging employees
3. practical usage and management of HRM practice

 ATTITUDES1. proper attitude toward human resource potential (openness to digital transformation)
2. a better understanding of differences in human resource potential
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| **Practice** | n/a |

INFORMATION ABOUT CLASSES IN THE CYCLE

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| **Website** |  |
| **Educational outcomes verification methods** | Active participation in the classes and the preparation of aoral presentation and project |
| **Comments** | 30 hours:* 15 lectures with Anna Rakowska, Professor
* 15 project with Aneta Karasek, PhD
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| **Reading list** | 1. A.Elliot, Making Sense of AI: Our Algorithmic World, Polity, 2022
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| **A list of topics** | 1. Trends and challenges for people management in the digital age
2. The concepts of Human Resource Management and HRM practices
3. Influence Artificial Intelligence on the HRM
4. HRM practices in recruitment and selection
5. HRM practices in assessment and employee engagement
6. HRM practices in development
7. Diversity and inclusion management practices
8. Empowering digital leadership
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| **Teaching methods** | Lecture, class discussion, ppt presentations |
| **Assessment methods** | Oral presentation/ project |