

STUDY MODULE DESCRIPTION FORM		
Name of the module/subject (-)		Code 1011105231011155033
Field of study Engineering Management - Part-time studies -	Profile of study (general academic, practical) (brak)	Year /Semester 2 / 3
Elective path/specialty Marketing and Company Resources	Subject offered in: Polish	Course (compulsory, elective) elective
Cycle of study: Second-cycle studies	Form of study (full-time,part-time) part-time	
No. of hours Lecture: - Classes: 10 Laboratory: - Project/seminars: -		No. of credits 2
Status of the course in the study program (Basic, major, other) (brak)		(university-wide, from another field) (brak)
Education areas and fields of science and art		ECTS distribution (number and %)
Responsible for subject / lecturer: dr Agnieszka Krugielka email: agnieszka.krugielka@put.poznan.pl tel. 61 665 34 01 Faculty of Engineering Management ul. Strzelecka 11 60-965 Poznań		
Prerequisites in terms of knowledge, skills and social competencies:		
1	Knowledge	Student has basic knowledge in Human Resource Management
2	Skills	Student is able to use of acquired knowledge in various fields and forms, extended by critical analysis of effectiveness and usefulness of applied knowledge.
3	Social competencies	Student can independently and critically supplement knowledge and skills, extended by an interdisciplinary dimension.
Assumptions and objectives of the course: -Know how to diagnose human resources in an organization such as a human resources management scorecard or employee competency diagnosis programs (eg EVOLUTE). Acquire the skills of preparing job descriptions and preparing job profiles. Acquire knowledge about the preparation and conduct of review of positions and assessment center program		
Study outcomes and reference to the educational results for a field of study		
Knowledge: 1. Student has knowledge of the subject of contextual sciences in relation to management sciences and ergological sciences and their applied research methods as well as of common and specific conceptual apparatus in relation to management sciences. - [K2A_W01] 2. Student has broad knowledge of the role of man in shaping organizational culture and ethics in management. - [K2A_W06] 3. Student has in-depth knowledge of legal norms, their sources, changes and ways of influencing organizations. - [K2A_W12] 4. Student has in-depth knowledge of ethical standards, their sources, nature, changes and ways of influencing organizations. - [K2A_W13]		
Skills:		

<p>1. Student can correctly interpret and explain social, cultural, political, legal, economic phenomena) and mutual relations between social phenomena - [K2A_U01]</p> <p>2. Student can use theoretical knowledge to describe and analyze the causes and processes of social and cultural processes (cultural, political, legal, economic) and to formulate their own opinions and select critically the data and methods of analysis.] - [K2A_U02]</p> <p>3. Student can predict and model complex social processes involving phenomena from different areas of social life (cultural, political, legal, economic) using advanced methods and tools in the field of economic sciences and discipline of management sciences. - [K2A_U04]</p> <p>4. Student has the ability to use acquired knowledge in various fields and forms, extended by critical analysis of the effectiveness and usefulness of applied knowledge. - [K2A_U06]</p> <p>5. Student has the ability to understand and analyze social phenomena, extended by the ability to deepen the theoretical assessment of these phenomena in selected areas, using the research method. - [K2A_U08]</p>
<p>Social competencies:</p> <p>1. Student can perceive causal relationships in the achievement of goals and rank the significance of alternative or competitive tasks - [K2A_K03]</p> <p>2. Student is aware of the importance of professional conduct, respect for professional ethics and respect for diversity of views and cultures. - [K2A_K04]</p> <p>3. Student can contribute substantively to the preparation of social projects and manage the projects resulting from these projects. - [K2A_K05]</p> <p>4. Student is aware of the interdisciplinarity of knowledge and skills needed to solve complex organizational problems and the need for interdisciplinary teams. - [K2A_K06]</p>

Assessment methods of study outcomes	
<p>-Formative assessment: Assessment of current work progress and student activity, own skills tests (communicativeness, acceptance of changes, diagnosis of team role) Summary evaluation: Presenting the results of the project to the group forum and taking a substantive discussion on the content presented</p> <p>Methods - discussion, presentation</p>	
Course description	
<p>-The subject is implemented in two versions: either as a design of a system of measurement of human resources efficiency in an enterprise (design of a human resource control system) or as a project of a system of competence diagnostics required to perform selected tasks / objectives / functions. assessment center. Tests that diagnose communication skills, accept changes, and diagnose team roles.</p>	
<p>Basic bibliography:</p> <ol style="list-style-type: none"> 1. Becker B.E., Huselid M.A., Ulrich D., Karta wyników zarządzania zasobami ludzkimi, Oficyna Ekonomiczna Kraków 2002 2. Cascio W.F., Kalkulacja kosztów zasobów ludzkich, Oficyna Ekonomiczna Kraków 2001 3. Król H., Ludwiczynski A. (red.), Zarządzanie zasobami ludzkimi. Materiały do ćwiczeń PWN Warszawa 2007 4. Król H., Ludwiczynski A. (red.) Zarządzanie zasobami ludzkimi. Tworzenie kapitału ludzkiego organizacji PWN Warszawa 200 5. M.Wyrwicka, A. Grzelczak, A. Krugielka, Polityka kadrowa przedsiębiorstwa, Wydawnictwo Politechniki Poznańskiej, Pozna 	
<p>Additional bibliography:</p> <ol style="list-style-type: none"> 1. Sutherland J., Canwell D., Klucz do zarządzania zasobami ludzkimi. Najważniejsze teorie, pojęcia, postaci PWN Warszawa 2007 2. Personel i Zarządzanie, Infor - wybrane numery 	
Result of average student's workload	
Activity	Time (working hours)
1. Literature studies	5
2. Design classes in the classroom	15
3. Working in groups	3
4. Consultation	5
5. Project presentation and evaluation review	2
Student's workload	

Source of workload	hours	ECTS
Total workload	25	2
Contact hours	12	1
Practical activities	10	1