

<b>STUDY MODULE DESCRIPTION FORM</b>		
Name of the module/subject <b>(-)</b>		Code <b>1011102231011105028</b>
Field of study <b>Engineering Management - Full-time studies -</b>	Profile of study (general academic, practical) <b>(brak)</b>	Year /Semester <b>2 / 3</b>
Elective path/specialty <b>Marketing and Company Resources</b>	Subject offered in: <b>Polish</b>	Course (compulsory, elective) <b>elective</b>
Cycle of study: <b>Second-cycle studies</b>	Form of study (full-time, part-time) <b>full-time</b>	
No. of hours Lecture: <b>15</b> Classes: <b>15</b> Laboratory: <b>-</b> Project/seminars: <b>-</b>		No. of credits <b>2</b>
Status of the course in the study program (Basic, major, other) <b>(brak)</b>		(university-wide, from another field) <b>(brak)</b>
Education areas and fields of science and art		ECTS distribution (number and %)
<b>Responsible for subject / lecturer:</b>  dr Agnieszka Krugielka email: agnieszka.krugielka@put.poznan.pl tel. 61 665 34 01 Faculty of Engineering Management ul. Strzelecka 11 60-965 Poznań		
<b>Prerequisites in terms of knowledge, skills and social competencies:</b>		
1	<b>Knowledge</b>	Student has a basic knowledge of the common types of legal structures and organizations. The student knows the methods and tools needed to study law and human resources management.
2	<b>Skills</b>	student is able to interpret the basic legal events specific to the management of organizations. Student analyze the causes and course of legal phenomena. Students can prepare oral presentations.
3	<b>Social competencies</b>	Student is progressing in accordance with ethical and legal standards. Student is able to communicate and cooperate with others.
<b>Assumptions and objectives of the course:</b> To acquaint students with legal basis of human resources management.		
<b>Study outcomes and reference to the educational results for a field of study</b>		
<b>Knowledge:</b>		
1. Student has knowledge on the science of context in relation to management sciences. Student know specific conceptual apparatus in relation to the management sciences. - [-] 2. Student is aware of the role of man in the development of organizational culture and ethics in management. - [-] 3. Student defines and characterizes the basic institutions of labour law. - [-] 4. Student correctly identifies the legal consequences of actions in human resources management. - [-] 5. Student has a thorough knowledge of ethical standards, their sources, their nature and impact of change on the organization. - [-]		
<b>Skills:</b>		
1. Student successfully use legislation. - [-] 2. Student is able to use theoretical knowledge to describe of social phenomena. Student is able to formulate their own opinions and choose the critical data and methods of analysis. - [-] 3. Resolves legal issues related to labour law. - [-] 4. Student has the ability to apply this knowledge in different ranges and forms. - [-] 5. Student has the ability to understand and analyze social phenomena, enhanced by the ability to evaluate law phenomena. - [-]		
<b>Social competencies:</b>		

1. Caring for the performance of professional duties with respect for the law. - [-]
2. Student is aware of the need to retain a professional and ethical diversity of cultures and ideas. - [-]
3. Student is sensitive to the violation of the rights of others. - [-]
4. Student is aware of the interdisciplinary nature of knowledge. - [-]

### Assessment methods of study outcomes

Final evaluation - written test

Primary evaluation - discussions summarizing individual lectures and solving legal problems during the exercises, giving an opportunity to assess the student's understanding of the problem.

Lectures: active participation in the discussion, written test.

Exercises: solving and discussing legal issues, 2x participation in the scene (job interview and dismissal for various reasons, presentation on a selected topic (in pairs))

Methods - test, discussion, presentation, role-playing

### Course description

Equal treatment and mobbing. Contract of employment. Contract for specific task performance. Contract for specified service. Elastic forms of employment. Employees evaluation. Termination of employment. Group redundancies. Outplacement. Paid/unpaid leave. Working time. Social services. Maternity leave. Parental leave. Bonus and prize. Interdiction of competitive activity.

#### Basic bibliography:

1. Kodeks pracy, C.H Beck 2016
2. E. Malujda, Prawne podstawy zarządzania kadrami, Wydawnictwo Politechniki Poznańskiej 2011
3. A.M. Świątkowski, Polskie prawo pracy, Lexis Nexis, Warszawa 2010
4. M. Wyrwicka, A. Grzelaczak, A. Krugielka, Polityka kadrowa przedsiębiorstwa, Wydawnictwo Politechniki Poznańskiej, Poznań 2010

#### Additional bibliography:

1. T. Oleksyn, Zarządzanie zasobami ludzkimi w organizacji, Wolters Kluwer Polska - OFICYNA, Warszawa 2011
2. G. Bartkowiak, A. Krugielka, Społeczna odpowiedzialność biznesu w sferze zatrudnienia. Uwarunkowania i korzyści dla pracownika i organizacji, Wydawnictwo GSK Milenium, Gniezno 2012

### Result of average student's workload

Activity	Time (working hours)	
1. Lecture and exercises	30	
2. consultation	3	
3. preparation for the exercises	15	
4. final test	2	
Student's workload		
Source of workload	hours	ECTS
Total workload	65	2
Contact hours	35	1
Practical activities	15	1