



COURSE DESCRIPTION CARD - SYLLABUS

Course name

Crew resources management in aviation

Course

Field of study

Year/Semester

Aerospace Engineering

Area of study (specialization)

Profile of study

Air Transport

general academic

Level of study

Course offered in

First-cycle studies

polish

Form of study

Requirements

full-time

compulsory

Number of hours

Lecture

Laboratory classes

Other (e.g. online)

15

15

0

Tutorials

Projects/seminars

0

0

Number of credit points

2

Lecturers

Responsible for the course/lecturer:

prof. dr hab. inż. Franciszek Tomaszewski

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Wydział Inżynierii Lądowej i Transportu

ul. Piotrowo 3, 60-965 Poznań

Responsible for the course/lecturer:

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Wydział Inżynierii Lądowej i Transportu

ul. Piotrowo 3, 60-965 Poznań

Prerequisites

KNOWLEDGE: Basic knowledge of transport safety, basic knowledge of air transport.

SKILLS: The ability to solve research problems using scientific methods. The ability to find cause-and-effect relationships based on the acquired knowledge.

SOCIAL COMPETENCES: The ability to precisely formulate questions; the ability to define important priorities in solving the tasks set for him; ability to formulate a research problem and search for its solution, independence in problem-solving, ability to cooperate in a group.

Course objective

To familiarize students with the principles of human resource management. Methods of selecting



personnel for positions, taking into account their competences and skills. Acquainting with the planning of staffing requirements.

Course-related learning outcomes

Knowledge

1. Has detailed knowledge related to selected issues in the field of human capabilities and limitations during aircraft operation in flight, as well as the possibilities and limitations of the air ambulance system.
2. Has an elementary knowledge of the impact of technology changes on the organization of social life as well as the health and psyche of individuals in human-machine contact.

Skills

1. Has the ability to self-educate with the use of modern didactic tools, such as remote lectures, websites and databases, teaching programs, e-books.
2. Can prepare and present a short verbal and multimedia presentation on the results of an engineering task.

Social competences

1. Is aware of the importance and understands the non-technical aspects and effects of engineering activities, including its impact on the environment, and the related responsibility for decisions made.
2. Can think and act in an entrepreneurial manner.

Methods for verifying learning outcomes and assessment criteria

Learning outcomes presented above are verified as follows:

Assessment of knowledge and skills on a written or oral exam based on the explanation of selected issues.

Programme content

LECTURE:

1. Introduction to the issues of Human Resource Management - basic concepts.
2. Planning of personal needs. Qualitative and quantitative aspect of personnel planning.
3. Making personal processes more flexible.
4. Acquiring human resources - recruitment and selection.
5. Internal and external recruitment system.
6. Leadership and people management.
7. System of motivation to work.
8. Wage policy and remuneration systems.



9. Training and improvement of staff.
10. Tools and methods of employee evaluation.
11. Typology and choice of personnel strategy.

LAB:

1. Self-presentation
2. Preparation for the interview
3. Employee motivation methods
4. CRM - Crew Resource Management
5. Planning of crew working time
6. A decision game

Teaching methods

Lecture with multimedia presentation.

Bibliography

Basic

1. Pocztowski A., Zarządzanie Zasobami Ludzkimi. Strategie - Procesy – Metody, Wydawnictwo PEW, Warszawa 2006
2. Makarowski R., Smolicz T., Czynniki ludzkie w operacjach lotniczych, ADRIANA AVIATION, Kosowizna, 2012

Additional

1. Podręcznik zarządzania bezpieczeństwem, Doc 9859 ICAO Organizacja Międzynarodowego Lotnictwa Cywilnego, wydanie pierwsze 2006
2. Romanowska-Słomka I., Słomka A., Zarządzanie ryzykiem zawodowym. Wydawnictwo Tarbonus, Tarnobrzeg, 2005



Breakdown of average student's workload

	Hours	ECTS
Total workload	71	2,0
Classes requiring direct contact with the teacher	41	1,0
Student's own work (literature studies, preparation for laboratory classes/tutorials, preparation for tests/exam, project preparation) ¹	6	1,0

¹ delete or add other activities as appropriate