

3. Human Resources Management

1. Module Title	Human Resources Management	2. Module Code	
3. Academic Year, Semester, Module Status	2022-2023 Spring semester, Full-time		
4. Aims and Learning Outcomes	<p>The aim of the course is to introduce students to fundamental components of modern HR Management regarding demands of challenging and changeable business environment.</p> <p>The course provide opportunities to understand multidimensional HR nature as well as its function, scopes, beliefs, objectives, major factors. It allows understand and analyze Human Capital role in business reality regarding both human and company's targets.</p>		
Knowledge	Effect Code		Assessment
	Subject	Field	
1. Is aware of the nature, scopes, objectives and challenges in human capital area		K_W04	Midterm, essay.
2. Is aware of HRM importance and its impact on employees efficiency		K_W08	Midterm, essay.
3. Is aware of the importance of norms and standards in HRM		K_W08	Midterm, essay.
Skills	Effect Code		Assessment
	Subject	Field	
1. Is able to apply basic theoretical knowledge in respective areas of entrepreneurial activity		K_U01	Midterm, essay.
2. Is able to apply basic knowledge to collaborate with other functional areas in typical professional situations		K_U07	Midterm, essay.
3. Is able to identify principles and criteria required to solve entrepreneurial challenges		K_U12	Midterm, essay.
4. Is able to use the acquired knowledge to promote cooperation of employees within the organisation.		K_U16	Midterm, essay.
Social Competencies	Effect Code		Assessment
	Subject	Field	
1. Is prepared to navigate the job market and change the place of employment		K_K04	Midterm, essay.
2. Is prepared for ethical behaviour within assigned organizational and social roles		K_K05	Midterm, essay.
3. Is prepared to responsibility for the assigned tasks		K_K08	Midterm, essay.
5. Module Coordinator	Name		E-mail

	mgr M. Zachorowska	malgorzata.zachorowska@hrrr.pl
6. Lecturer	Name	E-mail
	mgr M. Zachorowska	malgorzata.zachorowska@hrrr.pl
7. Module Level	Masters	Bachelors
		x
8. Year and Programme	Year	Programme
	2	BA in Management
9. Module Content		
#	Topics Discussed	Hours
Seminar		
	1. Introduction to HR - the nature, scope, objective, functions. Traditional, operational and strategic HR. How to understand different roles in Human Capital? 2. One of the key HR process – recruitment 3. Step by step: pre-selection and selection process 4. Assessment & Development Center - the method, principles, ethics 5. Communication and teamwork as one the most important skills in Human Capital area 6. Introduction to HR Marketing. Employer Branding – sophisticated method or simple actions? How to understand Customer Experience? Induction process and Exit Interview. 7. How to create Personal Brand? 8. Introduction to Appraisal System. Current trends. 9. Big challenge - multi - age & multicultural cooperation 10. How to understand changes within the company? The role of HR 11. Are we able to motivate mature people? Theory vs reality 12. Best practices in HR. Student’s ideas on improving actions in Human Capital	2.5 h each topic 30 h together
Workshop		
	1. Multidimensional nature of Human Capital. The nature of HR cooperation with other departments in the company. Strategic & operational HR Duties. 2. Recruitment and selection process - tips, tools and case 3. Assessment & Development Centre - tips, tools and case 4. Vital HR role in defining employer brand - Employer Brand attract-engage-retain. Teamwork; ideas. Marketplace trends. 5. Communication & teamwork 6. Midterm 7. Personal Brand - our ideas 8. Appraisal System - case. Change management - case 9. Best practises in HR - teamwork 10. Summarizing - students’ essay; individual advisory	1.5 h each topic 15 h together
<p>Teaching process will concentrate on acquiring skills of team working – to include the ability to consider different points of view and to work effectively with others to support a shared purpose or goal.</p> <p>During workshops, students will develop conceptual and practical knowledge of managing human resources needed to sustain and grow the business.</p>		
10. Individual Student's Work		

#	Description	Hours
	Reading	15
	Preparation for seminar and workshop	20
	Work on project	30
11. Assessment Methods	Coursework (100%): 1. midterm exam (40%), 2. essay (60%).	
12. Assessment Criteria	In order to pass the course student should score at least grade 3.0 (50%) as the total grade for semester. Scoring translates into grades as follows: 50 - 59 points - grade 3 60 - 69 points - grade 3.5 70 - 79 points - grade 4 80 - 89 points - grade 4.5 90 - 98 points - grade 5 98-100 points - grade 5.5 In the case of exceptional student achievements, the lecturer can award a 5.5 grade with fewer points.	
13. ECTS Credits	5	
		Hours
		ECTS
	Contact Hours	
	Seminar	30
	Workshop	15
	Consultation	15
	Other Kind of Student's Activity	
	Individual Student's Work	65
	SUMM	125
		5
14. Required Readings	<ol style="list-style-type: none"> Martocchio Joseph Human Resource Management, Global Edition Pearson Education (2018) Beardwell Julie Human Resource Management: A Contemporary Approach Pearson Education (2017) 	
15. Recommended Readings	<ol style="list-style-type: none"> Anderson Valerie Human Capital Management Standards Kogan Page (2019) 	
16. Place where module is run	LU campus	
17. Other		