

SYLLABUS

Name: Human Capital Management (ZIPAOZ>SI4HCM19O)

Name in Polish:

Name in English: Human Capital Management

Information on course:

Course offered by department: Faculty of Organization and Management

Course for department: Silesian University of Technology

Default type of course examination report:

ZAL

Language:

English

Short description:

The purpose of the course is to familiarize students with the problems of the modern approach to the implementation of the personnel function in the organization, gain knowledge of personnel processes, learn about the instruments of human capital management and acquire the skills to apply them.

Description:

Lectures:

1. Introduction to the problems of human capital management. Determinants of effective human capital management. Structures of teams in the organization
2. Selection- selection strategies, employee selection techniques.
3. The process of adaptation to the organization. Tools of adaptation
4. Development of human capital of the organization. Competencies of employees of the future
5. Employee evaluation system
6. Ethical aspects of HCM (CSR, Management of cultural diversity).
7. Creation of career paths in organizations
8. credit colloquium

Exercises:

1. Introduction to the problems of human capital management. Determinants of effective human capital management. Structures of teams in the organization- case study
2. Selection- selection strategies, employee selection techniques-case study
3. The process of adaptation to the organization. Tools of adaptation- case study
4. Development of human capital of the organization. Competencies of employees of the future-case study
5. Employee evaluation system- case study
6. Ethical aspects of HCM (CSR, Management of cultural diversity)-cse study
7. Creation of career paths in organizations-cse study
8. Summary of the material

Number of hours of classes with direct participation of academic teachers or other instructors and students

Lecture: 15h

classes: 15h

Student's own work

Preparation for credit colloquium: 15 h

Preparation for exercises: 15h

Total workload: 60

Number of ECTS credits: 2

including

Number of ECTS credits covered by the study program to be earned as part of the courses taught with the direct participation of academic teachers or other persons teaching courses and students: 1

Bibliography:

- 1.A. Baron, M. Armstrong, Human Capital Management, Kogan Page, 2008,
- 2.S. Bach (ed.), M.R. Edwards, Managing Human Resources. Human Resource Management in Transition, Wiley, 2012,
- 3.J. Hartog, H. Maassen van den Brink (ed.), Human capital. Theory and evidence, Cambridge University Press, 2009,
- 4.R. White, V. Evans, J. Dooley, Human resources. Career Paths, Espress Publishing, 2020,

Learning outcomes:

Knowledge

Student knows and understands:

K1A_W15 selected concepts and concepts of management science, including business management, human capital management, knowledge management and marketing

K1A_W19 Student knows basic economic, legal, ethical and other conditions of various professional activities, including the basic concepts and principles of industrial property protection and copyright law

Skills

Student is able to

K1A_U18 plan and organize individual and team work, interact with others in teamwork (including interdisciplinary work)

Social competences

Student is ready for:

K1A_K04 thinking and acting in an entrepreneurial manner

Assessment methods and assessment criteria:

Passing the colloquium, which includes questions from lectures and exercises

Element of course groups in various terms:

Course group description	First term	Last term
<i>missing group description in English</i> (ZIPAOZ>SI-4-19-O)	2020/2021-L	

Course credits in various terms:**Management and Production Engineering, full-time first degree engineering studies 7 sem. (ZIPAOZ-SI7)**

Type of credits	Number	First term	Last term
European Credit Transfer System (ECTS)	2	2020/2021-L	