

Personnel Strategies - course description

| General information | |
|---------------------|--|
| Course name | Personnel Strategies |
| Course ID | 14.3-WP-SOC-SPR |
| Faculty | Faculty of Social Sciences |
| Field of study | WNS - oferta ERASMUS / Sociology |
| Education profile | - |
| Level of studies | First-cycle Erasmus programme |
| Beginning semester | winter term 2019/2020 |
| Head faculty | Faculty of Social Sciences |

| Course information | |
|---------------------|---|
| ECTS credits to win | 5 |
| Course type | obligatory |
| Teaching language | english |
| Author of syllabus | <ul style="list-style-type: none">dr hab. Mariusz Kwiatkowski, prof. UZ |

| Classes forms | | | | | |
|----------------|--------------------------------|----------------------------|--------------------------------|----------------------------|--------------------|
| The class form | Hours per semester (full-time) | Hours per week (full-time) | Hours per semester (part-time) | Hours per week (part-time) | Form of assignment |
| Class | 30 | 2 | - | - | Credit with grade |

Aim of the course

The preparation of participants to the prosecution of the function of the specialist to matters of personnel manager and other functions connected with management.

Prerequisites

No special requirements.

Scope

LECTURE:

1. Theoretical foundations of the personnel strategies.
2. Anthropological foundations of the personnel strategies.
3. The culture and the development.
4. Collective activities and the development.

CLASSES:

1. The teamwork.
2. The planning of human resources.
3. The recruitment and the selection of personnel.
4. The development of workers and the job management, industrial training.

Teaching methods

Lecture: Demonstrating - teaching through examples and case studies description.

Classes: Analyzing case studies. Role playing and scenario analyzed during classes.

Learning outcomes and methods of theirs verification

| Outcome description | Outcome symbols | Methods of verification | The class form |
|--|-----------------|--|---|
| The student has a fundamental knowledge about various types of organizations, especially about human resources management. The student can use his / her knowledge in the organizing staff processes (human resources planning, recruitment, selection, job assessment). | | <ul style="list-style-type: none">Project report plus individual oral defense of the project report. | <ul style="list-style-type: none">Class |

Assignment conditions

Project report plus individual oral defense of the project report.

Recommended reading

1. Berman Evan (red.) (2006), Human Recource Management in Public Service, Thousand Oaks – London – New Delhi.

Further reading

1. Drucker Peter, Managing the Non – Profit Organization, New York 1990.
2. Katzenbach Jon R., Real Change Leaders, London 1996.

Notes

the subject can be run every semester, in case there is not enough persons to make a group there will be individual class run during instructor hours.

Modified by dr Jarosław Wagner (last modification: 27-04-2019 17:00)

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