

Subject card

Subject name and code	Human resources management in small business, PG_00080747						
Field of study	Chemical Business						
Date of commencement of studies	October 2024	Academic year of realisation of subject			2026/2027		
Education level	undergraduate studies	Subject group			Obligatory subject group in the field of study		
Mode of study	full-time studies	Mode of delivery			at the university		
Year of study	3	Language of instruction			Polish		
Semester of study	6	ECTS credits			1.0		
Learning profile	academic	Assessment form					
Conducting unit	Katedra Makroekonomii -> Faculty of Economics						
Name and surname of lecturer (lecturers)	Subject supervisor		dr Andrzej Poszowiecki				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	0.0	30.0	0.0	0.0	0.0	30
	E-learning hours included: 0.0						
Learning activity and number of study hours	Learning activity	Participation in didactic classes included in study plan		Participation in consultation hours		Self-study	SUM
	Number of study hours	30		1.0		9.0	40
Subject objectives	Familiarizing students with the principles of running a small enterprise, its specificity and operating conditions, including: using the Statistica program.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[BCHINŻ_W01] Describes the relationship between the economy and the functioning of the chemical industry.	The student is able to describe how human capital affects the economic efficiency and innovation of chemical enterprises. The student is able to explain the impact of organizational culture on the effectiveness of human capital management in the chemical industry. The student understands the concept of corporate social responsibility and its importance for human capital management in chemical companies. The student knows the specificity of human capital management in small chemical enterprises operating on international markets.	[SW2] presentation/project/paper/report
	[BCHINŻ_U12] Is able to participate in the analyses and evaluation of alternative solutions to economic problems and choose methods and instruments to rationally resolve them.	The student is able to apply a competency approach to the process of acquiring human capital. The student is able to select appropriate methods of selecting and evaluating employees in the context of the specific needs of small companies. The student is able to analyze and evaluate various approaches to remunerating and motivating employees. The student knows and is able to apply various training methods and rotation and replacement strategies at work positions.	[SU2] presentation/project/paper/report
	[BCHINŻ_K06] Is familiar with the general principles of creating and operating forms of individual entrepreneurship.	The student is able to explain the importance of flexible forms of employment and self-employment in the context of small companies. The student understands the impact of diversity in the workplace on the functioning of small enterprises. The student knows the regulations regarding counteracting discrimination in the workplace, including EU regulations. The student is able to analyze and evaluate alternative solutions to personnel problems in small companies.	[SK2] presentation/project/paper/report
	[BCHINŻ_W12] Has basic knowledge of man as an entity creating economic structures in the chemical business and has elementary knowledge of the principles and motives of human action in these structures.	The student is able to define and explain the concept of human capital and its importance in the context of the knowledge-based economy. The student understands the evolution of the role of human capital from "labor force" to "immaterial labor". The student is able to describe the impact of organizational culture on personnel policy in chemical companies. The student is able to identify and describe the principles of corporate social responsibility in the context of human capital management.	[SW2] presentation/project/paper/report

	Course outcome	Subject outcome	Method of verification
		[BCHINŻ_U11] Uses the acquired economic knowledge in undertaking independent business activities and resolving dilemmas of professional work.	The student is able to independently prepare a job description and identify the key competencies required for a given position. The student knows how to use employee selection methods and evaluate work results. The student is able to develop an employee development plan and career paths in a small company. The student knows the methods of remunerating employees and the rules of dismissal and retirement.
Subject contents	Block 1 1. The essence of human capital - definitions and terms 2. Evolution of the role of human capital in the economy from "labor force to immaterial labor" 3. Human capital and the need for its constant development in the knowledge-based economy 4. Evolution of the nature of work - full-time job, temporary work, flexible forms of employment, self-employment, Block 2 5. The influence of organizational culture on personnel policy in organizations 6. The concept of corporate social responsibility in the context of human capital management 7. Diversity in the workplace - evolution of the concept of diversity, advantages and disadvantages of staff diversity, 8. Counteracting discrimination in the workplace (regulations in EU countries and other countries) Block 3 9. The process of acquiring human capital - competence approach, sources of obtaining employees in enterprises national and international, employee selection methods, introduction to work 10. Assessment of work results - methods of assessing employees (evaluation questionnaires, evaluation interviews, etc.) 11. Development of human capital in the organization - employee development plan, career paths, management boards, training, rotation and replacement in positions, etc. Block 4 12. Remuneration of employees - remuneration functions 13. Layoffs, retirements 14. Selected problems of human capital management in small enterprises operating on international markets		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	project	50.0%	100.0%
Recommended reading	Basic literature	Zarządzanie zasobami ludzkimi. Tworzenie kapitału ludzkiego w organizacji. [red.] H. Król, A. Ludwiczynski, Wyd.Naukowe PWN, Warszawa 2010M. Armstrong, Zarządzanie zasobami ludzkimi, Oficyna Wydawnicza Wolter Kluwers, Kraków 2007J.W. Budd, J. G. Scoville, The ethics of Human Resources and Industrial Relations, Cornell University Press, Ithaca 2005P. Kulawczuk, A. Poszewiecki (red.) Wpływ społecznej odpowiedzialności biznesu i etyki biznesu na zarządzanie przedsiębiorstwem, FRUG, Gdańsk 2007A. Pocztowski, Z. Wisniewski (red.) Zarządzanie zasobami ludzkimi w warunkach nowej gospodarki, Oficyna Ekonomiczna, Kraków 2004,D. Simpson, Istota i konsekwencje ekonomiczne wypalenia zawodowego [w:] International Business and Global Economy, Biznes międzynarodowy w gospodarce globalnej, ed. by the Institute of International Business, University of Gdansk, Gdańsk 2013, nr 32, s. 187-201D. Simpson, Strategie różnicowania personelu w świetle polityki UE przeciwdziałania dyskryminacji w miejscu pracy, [w:]Wyzwania gospodarki globalnej, Prace i Materiały Instytutu Handlu Zagranicznego UG, tom 1, FRUG, Sopot 2010P. Zientara, Związki zawodowe w największych gospodarkach Europy a przemiany strukturalne i ewolucja modelu społeczno-ekonomicznego, Pomorskie Wydawnictwo Naukowo-techniczne, Gdańsk 2009	
	Supplementary literature	K. Baładynowicz-Panfil, Starzenie się społeczeństw jako determinanta kształtowania współczesnych procesów migracyjnych, [w:]Wyzwania gospodarki globalnej, Prace i Materiały Instytut Handlu Zagranicznego, tom 1, FRUG Sopot 2010 L.Edvinsson, M.S. Malone, Kapitał intelektualny, Wyd. Naukowe PWN, Warszawa 2001	
	eResources addresses	Adresy na platformie eNauczanie:	
Example issues/ example questions/ tasks being completed			

Work placement	Not applicable
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