



## Emerging Trends in HRM Sylabus

|  |   |                                     |                     |
|--|---|-------------------------------------|---------------------|
| <b>1. Module Title</b>   | Emerging Trends in HRM  | <b>2. Module Code</b>               |                     |
| <b>3. Academic Year, Semester, Mode of Studies</b>   | <b>2024/2025 academic year<br/>Semester 1, Full-time Studies</b>  |                                     |                     |
| <b>4. Aims and Learning Outcomes</b>   | <p><b>Aims</b><br/>The aim of the course is to transfer knowledge and develop practical professional skills in the area of human resource management of an organization using the latest management concepts and theories. Students learn about current trends in HRM and implement projects aimed at diagnosis and solving practical management problems related to the human potential of the organization.</p> <p><b>Learning Outcomes</b><br/>Having completed this module student:</p> |                                     |                     |
| <b>Knowledge</b>   | <b>Code</b>   |                                     | <b>Assessment</b>   |
|  | <b>Subject</b>  | <b>Field</b>                        |                     |
| he student understands the similarities and differences between the concepts: human factor, human resources, human capital, human potential. Can justify evolution in naming in the context of changes in management and quality sciences. | EP-1  | K_W01,<br>K_W04,<br>K_W08,<br>K_W13 | Final exam          |
| The student understands the concepts of talent management and competence management and characterizes the theoretical foundations of each of them.   | EP-2  | K_W04,<br>K_W13                     | Final exam          |
| The student knows the theoretical foundations of managing organizational involvement and building organizational empowerment.  | EP-3  | K_W04,<br>K_W13                     | Final exam          |
| Student knows the concepts of employee health management and green HR.   | EP-4  | K_W04,<br>K_W13                     | Final exam          |
| The student knows the concepts of generational diversity management.   | EP-5  | K_W04,<br>K_W13                     | Final exam          |
| <b>Skills</b>  | <b>Code</b>   |                                     | <b>Assessment</b>   |
|  | <b>Subject</b>  | <b>Field</b>                        |                     |
| Student is able to build a talent management and competence management program and assess their effectiveness by using examples from management practice.  | EP-6  | K_U02,<br>K_U06,<br>K_U13,<br>K_U17 | Project, case study |
| Student builds correct competence profiles and is able to use competence diagnosis tools.  | EP-7  | K_U02,<br>K_U13,<br>K_U17           | Project, case study |
| Is able to indicate good practices in the field of implementing new trends in human  | EP-8  | K_U02,<br>K_U06,                    | Project             |

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| resource management.  |  | K_U13           |                               |
| Is able to use tools for measuring the value of human capital.  | EP-9   | K_U16,<br>K_U18 | Project, case study           |
| Student is able to develop his knowledge and solve practical problems working in a team.                  | EP-10  | K_U12           | Project                       |
| <b>Social Competencies</b>  | <b>Code</b>  |                 | <b>Assessment</b>             |
|   | <b>Subject</b>   | <b>Field</b>    |                               |
| Is prepared to use his knowledge in solving practical problems in the field of human resource management. | EP-10  | K_K02           | Project                       |
| Critically assesses their knowledge of human resource management  | EP-10  | K_K03           | Discussion                    |
| <b>5. Module Leader</b>   | <b>Name</b>  |                 | <b>E-mail</b>                 |
|   | M. Zachorowska, Mgr  |                 | malgorzata.zachorowska@hrr.pl |
| <b>6. Lecturer (s)</b>  | <b>Name</b>  |                 | <b>E-mail</b>                 |
|   | M. Zachorowska, Mgr  |                 | malgorzata.zachorowska@hrr.pl |
| <b>7. Module Level</b>  | <b>Master's</b>  |                 | <b>Bachelor's</b>             |
|   | X  |                 |                               |
| <b>8. Year and Programme</b>  | <b>Year</b>  |                 | <b>Programme</b>              |
|   | I  |                 | Management                    |
| <b>9. Module Content</b>  |  |                 |                               |
| <b>#.</b>   | <b>Topics Discussed</b>  |                 | <b>Hours</b>                  |
| <b>Seminar</b>  |  |                 |                               |
| 1   | Human capital and human resources - introductory issues. The strategic dimension of human capital management.              |                 | 2                             |
| 2   | Talent management in management theory and practice  |                 | 2                             |
| 3   | Professional competence management. Building a competence profile  |                 | 4                             |
| 4   | Diagnosis of professional competence   |                 | 4                             |
| 5   | Human potential management in the concept of positive organization   |                 | 2                             |
| 6   | Employee empowerment   |                 | 2                             |
| 7   | Organizational commitment management. Diagnosis of employee involvement level  |                 | 4                             |
| 8   | Generational diversity management. Building intelligent generation.  |                 | 2                             |
| 9   | Employee health capital management   |                 | 2                             |
| 10  | Green HR   |                 | 2                             |
| 11  | Measurement of the value of human capital  |                 | 2                             |
| 12  | Evaluation of the subject  |                 | 2                             |
| <b>10. Individual Student's Work</b>  |  |                 |                               |
| <b>#.</b>   | <b>Description</b>   |                 | <b>Hours</b>                  |
|   | Preparation for final exam   |                 | 10                            |
|   | Research project   |                 | 10                            |
| <b>11. Assessment Methods</b>   | Coursework (40%): research project; Final exam (60%)<br>Final exam - 40 %<br>Coursework: case study - 20 %; project - 40 % |                 |                               |

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| <b>12. Assessment Criteria</b>       | Points translate into marks as follows:<br>50 - 59 points: mark 3<br>60 - 69 points: mark 3.5<br>70 - 79 points: mark 4<br>80 - 89 points: mark 4.5<br>90 - 98 points: mark 5<br>98-100 points: mark 5.5<br>In the case of exceptional student's performance, the lecturer may award a mark of 5.5 even with an insufficient number of points scored. |              |             |
| <b>13. ECTS Credits</b>              | 3   |              |             |
|                                      |   | <b>Hours</b> | <b>ECTS</b> |
|                                      | <b>Contact Hours</b>  |              |             |
|                                      | <b>Seminar</b>  | <b>30</b>    | <b>1,2</b>  |
|                                      |   |              |             |
|                                      | <b>Other Form</b>   |              |             |
|                                      | <b>Individual Student's Work</b>  |              |             |
|                                      | - Preparation for final exam  | <b>10</b>    | <b>1,8</b>  |
|                                      | - Research project  | <b>10</b>    |             |
|                                      | <b>SUMM</b>   | <b>50</b>    | <b>3</b>    |
| <b>14. Required Readings</b>         | J.M. Moczyłowska, <i>Barriers and Difficulties in Talent Management</i> , „Przedsiębiorczość i Zarządzanie” 2014, volume 15, issue 6, s. 231-241.   |              |             |
| <b>15. Recommended Readings</b>      |   |              |             |
| <b>16. Place where module is run</b> | Lazarski University   |              |             |
| <b>17. Other</b>                     | n/a   |              |             |