

## Emerging Trends in HRM Sylabus

1. Module Title	Emerging Trends in HRN	M	2. Module Co	2. Module Code				
3. Academic	2024/2025 academic year							
Year,	Semester 1, Full-time Studies							
Semester,								
Mode of								
Studies								
4. Aims and	Aims							
Learning	The aim of the course is to transfer knowledge and develop practical							
Outcomes	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.							
	Learning Outcomes							
	Having completed this module student:							
Knowledge		Code	Assessment		nent			
		Subject	Field					
he student understands the similarities and		EP-1	K_W01,	Final ex	am			
differences between the concepts: human			K_W04,					
factor, human resources, human capital,			K_W08,					
human potential. Can justify evolution in			K_W13					
naming in the context of changes in								
management and quality sciences.								
	The student understands the concepts of		K_W04,	Final ex	am			
_	talent management and competence		K_W13					
management and characterizes the theoretical								
foundations of each of them.								
The student knows the theoretical		EP-3	K_W04,	Final ex	am			
foundations of managing organizational			K_W13					
involvement and l								
empowerment.								
Student knows the concepts of employee		EP-4	K_W04,	Final ex	am			
health management and green HR.			K_W13					
The student knows the concepts of		EP-5	K_W04,	Final ex	am			
generational diversity management.			K W13					
Skills		Code		Assessment				
		Subject	Field					
Student is able to build a talent management		EP-6	K_U02,	Project	, case study			
and competence management program and			K_U06,	110,000,	, case stady			
assess their effectiveness by using examples			K_U13,					
from management practice.			K_U13, K_U17					
		ED 7	_	Destant				
Student builds correct competence profiles		EP-7	K_U02,	Project,	, case study			
and is able to use competence diagnosis			K_U13,					
	tools.		K_U17					
I .	Is able to indicate good practices in the field		K_U02,	Project				
of implementing i	of implementing new trends in human		K_U06,					

Seminar   1   Human capital and human resources - introductory issues. The strategic dimension of human capital management.   2   Talent management in management theory and practice   2   3   Professional competence management. Building a competence profile   4   Diagnosis of professional competence   4     Diagnosis of professional competence   4     5   Human potential management in the concept of positive organization   2     6   Employee empowerment   2     2     2     3   3   3   3   3	human	to use tools	for massuring the value of				
Student is able to develop his knowledge and solve practical problems working in a team.   Social Competencies   Code   Subject   Field		resource management.  Is able to use tools for measuring the value of		EP-9	K_U16,	Project, case study	
Solve practical problems working in a team.   Social Competencies   Code Subject   Field		human capital.			K_U18		
Code   Subject   Field   Subject   Field   Subject   Field   Field				EP-10	K_U12	Project	
Subject   Field				Code		Assessment	
Is prepared to use his knowledge in solving practical problems in the field of human resource management.  Critically assessestheir knowledge of human resource management  5. Module Leader	Social Competencies				Field	Tissessiment	
Programme   Pro					K_K02	Project	
Critically assessestheir knowledge of human resource management         EP-10         K_K03         Discussion           5. Module Leader         Name         M. Zachorowska, Mgr         malgorzata.zachorowska@hhrr.g           6. Lecturer (s)         Name         E-mail           M. Zachorowska, Mgr         malgorzata.zachorowska@hhrr.g           7. Module Level         X         Bachelor's           8. Year and Programme         J. Management         Programme           9. Motule Contest         #         Topics Discussed         Programme           1         Human capital and human resources - introductory issues. The strategic dimension of human capital management.         2         Talent management in management theory and practice         2           3         Professional competence management. Building a competence profile         4           4         Diagnosis of professional competence         5           6         Employee empowerment         2           7         Organizational commitment management. Diagnosis of employee involvement         4	-	•					
Topics Discussed   Hours				ED 10	V VO2	Disavasian	
S. Module Leader       M. Zachorowska, Mgr       malgorzata.zachorowska@hhrr.]         6. Lecturer (s)       Name       E-mail         M. Zachorowska, Mgr       malgorzata.zachorowska@hhrr.]         7. Module Level       X         Bachelor's         X         9. Module Content         #.       Topics Discussed       Programme         9. Module Content         #.       Topics Discussed       Hours         Seminar         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				EP-10	K_KU3	Discussion	
Name   E-mail						E-mail	
M. Zachorowska, Mgr   malgorzata.zachorowska@hhrr.programa   Master's   Bachelor's	Leade	er			malgorz		
7. Module Level X  8. Year and Programme I Management  9. Module Content  #. Topics Discussed Hours  Seminar  1 Human capital and human resources - introductory issues. The strategic dimension of human capital management.  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	6. Lec	eturer (s)					
S. Year and Programme   I   Management					a@hhrr.pl		
8. Year and Programme  I Management  9. Module Content  #. Topics Discussed  Seminar  1 Human capital and human resources - introductory issues. The strategic dimension of human capital management.  2 Talent management in management theory and practice  3 Professional competence management. Building a competence profile  4 Diagnosis of professional competence  5 Human potential management in the concept of positive organization  6 Employee empowerment  7 Organizational commitment management. Diagnosis of employee involvement level		dule	Master's				
Programme I Management  9. Module Content  #. Topics Discussed Hours  Seminar  1 Human capital and human resources - introductory issues. The strategic dimension of human capital management.  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	Level	-	X				
9. Module Content       Topics Discussed     Hours       Seminar       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			Year			Programme	
Topics DiscussedHoursSeminar1Human capital and human resources - introductory issues. The strategic dimension of human capital management.22Talent management in management theory and practice23Professional competence management. Building a competence profile44Diagnosis of professional competence45Human potential management in the concept of positive organization26Employee empowerment27Organizational commitment management. Diagnosis of employee involvement level4	Progra	gramme I Management					
Seminar1Human capital and human resources - introductory issues. The strategic dimension of human capital management.22Talent management in management theory and practice23Professional competence management. Building a competence profile44Diagnosis of professional competence45Human potential management in the concept of positive organization26Employee empowerment27Organizational commitment management. Diagnosis of employee involvement level4		dule Conten			•		
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	#.						Hours
dimension of human capital management.  2 Talent management in management theory and practice  2 Professional competence management. Building a competence profile  4 Diagnosis of professional competence  5 Human potential management in the concept of positive organization  6 Employee empowerment  7 Organizational commitment management. Diagnosis of employee involvement level	1	Luman can			icence The etr	rotogio	1 2
2Talent management in management theory and practice23Professional competence management. Building a competence profile44Diagnosis of professional competence45Human potential management in the concept of positive organization26Employee empowerment27Organizational commitment management. Diagnosis of employee involvement level4	1						2
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	2				ctice		2
5 Human potential management in the concept of positive organization 2 6 Employee empowerment 2 7 Organizational commitment management. Diagnosis of employee involvement level	3	Professiona	al competence management.	Building a	competence pr	ofile	4
6 Employee empowerment 2  7 Organizational commitment management. Diagnosis of employee involvement level 4	4	Diagnosis o	of professional competence				4
7 Organizational commitment management. Diagnosis of employee involvement 4 level	5					2	
level	6					2	
8 Generational diversity management. Building intelligent generation. 2	7	level				4	
	8	Generational diversity management. Building intelligent generation.				2	
9 Employee health capital management 2	9	, , , , , , , , , , , , , , , , , , ,			2		
10 Green HR 2	10				2		
11 Measurement of the value of human capital 2	11	•				2	
12 Evaluation of the subject 2	12					2	
10. Individual Student's Work		dividual Stu					
#. Description Hours	#.	<b>Description</b> Hours					
Preparation for final exam 10		Preparation	n for final exam		10		
Research project 10		Research p	roject		10	)	
11. Assessment Coursework (40%): research project; Final exam (60%)  Methods Final exam - 40 %							
Coursework: case study - 20 %; project - 40 %					,	, ,	

12. Assessment	Points translate into marks as follows:					
Criteria						
Criteria	50 - 59 points: mark 3					
	60 - 69 points: mark 3.5					
	70 - 79 points: mark 4					
	80 - 89 points: mark 4.5					
	90 - 98 points: mark 5					
	98-100 points: mark 5.5					
	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.					
13. ECTS Credits	3					
		Hours	ECTS			
	Contact Hours					
	Seminar	30	1,2			
	Other F	orm				
	Individual Student's Work					
	- Preparation for final exam	10	1,8			
	- Research project	10	·			
	SUMM	50	3			
14. Required	J.M. Moczydłowska, Barriers	and Difficulti	es in Talent			
Readings	Management, "Przedsiębiorczość i Zarządzanie" 2014, volume 15,					
	issue 6, s. 231-241.	Zarzączam Z	11, (0141114 10,			
15. Recommended	10000 0, 0. 231 271.					
Readings						
16. Place where	Lozorski University					
module is run	Lazarski University					
17. Other	n/a					