

Course name: **Human Resources Management**

No. of ECTS: 5

Aim:

Getting to know the essence of social capital and HR in the organization and its environment, developing skills in using modern methods of HR management in the organization, shaping the ethical attitude and responsibility for decisions made in the HR management, social organization and its environment.

Course content:

- Discussing the concepts of: social capital, human capital, human resources management.
- The nature and importance of social capital in the organization and its environment
- Managerial functions of social capital in the organization
- The nature and stages in recruitment process.
- The nature and stages of HR planning.
- Stages and methods of selection process concerning candidates for employment
- Employees sourcing systems analysis on the example of selected organizations
- Motivation theories and their importance in the concept of social capital
- Construction of professional motivation systems in the organization
- Designing of periodic evaluation systems for employees
- Analyzing processes and periodic assessments of selected organizations active on the market
- Development of employees in the development of social capital organizations
- The concept of career paths and professional talent management on the example of selected companies
- Internal and external employer branding
- Influence of management strategy on the HR management in different areas, and its influence on the organization image creation in the environment

Skills:

Ability of creating project of HR management system in the organization, applying knowledge of human capital in the organization and its environment in specific situations for different types of employees and specific organizations, create project of employees recruitment and selection.

Form of teaching:

Lecture, presentations, individual and team work, case study, role-play, discussions