#### card of course

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| Subject name | New trends in human potential management |

1. The placement of the subject in the study system

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| 1.1. Field of study | Management |
| 1.2. Form and path of study | Full-time/Part-time |
| 1.3. Level of education | First-cycle studies |
| 1.4. Study profile | Practical |

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| 1. 5. Specialty | HR Management |
| 1.6. Subject Coordinator | Dr. A. Borowski, Dr. D. Dudek, M. Kwiatkowska, MA |

2. General characteristics of the subject

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| 2.1. Belonging to a subject group | Optional/practical |
| 2.2. Number of ECTS | 6 |
| 2.3. Language of lectures | Polish |
| 2.4. Semesters in which the subject is taught | III |
| 2.5.Criteria for selecting course participants | For the HR Management specialization |

1. Learning outcomes and course delivery
   1. Subject Objectives

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| No. | Subject Objectives |
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| C1 | To familiarize students with new trends in human resources management and their impact on the functioning of employees. |
| C2 | Acquiring the ability to prepare an implementation plan for new trends in the area of human potential management in an organization |
| C3 | Shaping the ability to use new concepts of managing social potential in modern organizations |
| C4 | Shaping an attitude of responsibility for an ethical, professional and innovative approach to activities undertaken in the organization |

* 1. Subject-specific learning outcomes, divided into knowledge , skills and competences , with reference to the directional learning outcomes

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| No. | Description of subject  learning outcomes | Reference to  directional effects  learning (symbols) | Method of implementation (mark "X") | | | |
| ST | | NST | |
| Classes at the University | Activities on  the platform | Classes at the University | Activities on  the platform |
| After passing the course, the student knows and understands **the knowledge** | | | | | | |
| W1 | Personnel solutions based on the latest trends in human potential management | Z1\_W02  Z1\_W03  Z1\_W06  Z1\_W07 | X |  |  | X |
| W2 | The role of leadership in the process of changes taking place in the organization and emerging challenges | X |  |  | X |
| W3 | The impact of new management trends on employee functioning | X |  |  | X |
| After passing the course, the student is **able** to: | | | | | | |
| U1 | Apply in practice the knowledge gained in the field of new trends in human potential management | Z1\_U03  Z1\_U07  Z1\_U08  Z1\_U16 | X |  | X |  |
| U2 | Develop a plan for implementing a selected trend in the organization, and characterize the possibilities and consequences of its implementation | X |  | X |  |
| U3 | Perform a correct analysis and evaluation of the implemented trend | X |  | X |  |
| U4 | Select the right solution for the situation in a given organization and indicate the effects it intends to achieve by implementing a given solution | X |  | X |  |
| After completing the course, the student is ready to take part in **social competences.** | | | | | | |
| K1 | Skillfully implement the solutions learned in the field of human potential management and resolve emerging dilemmas related to the implementation process | Z1\_K03 | X |  | X |  |

3.3. Forms of teaching and their number of hours - Full-time studies (ST), Part-time studies (NST)

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| Path | Lecture | Exercises | Design | Workshop | Laboratory | Seminar | Lecturer | Classes conducted using distance learning methods and techniques in the form of a lecture | Other | **ECTS points** |
| **ST** | 30 |  | 30 |  |  |  |  |  |  | 6 |
| **NST** |  |  | 10 |  |  |  |  | 15 |  | 6 |

3.4. Content of education (separately for each form of classes: (W, ĆW, PROJ, WAR, LAB, LEK, OTHER). It should be marked (X) how the given content will be implemented (classes at the university or classes on the e-learning platform conducted using distance learning methods and techniques)

TYPE OF CLASS: LECTURE

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| No. | Content of the course | Reference to subject-specific learning outcomes | Method of implementation (mark "X") | | | |
| ST | | NST | |
| **Classes at the University** | **Activities on  the platform** | **Classes at the University** | **Activities on  the platform** |
| 1. | Theoretical introduction to the issues of new trends in human potential management, personnel solutions based on the latest trends | W1, W2, W3 | X |  |  | X |
| 2. | Personnel leasing | W1, W2, W3 | X |  |  | X |
| 3. | Interim management | W1, W2, W3 | X |  |  | X |
| 4. | Corporate Wellness | W1, W2, W3 | X |  |  | X |
| 5. | Gamification in building employee engagement | W1, W2, W3 | X |  |  | X |
| 6. | Age management | W1, W2, W3 | X |  |  | X |
| 7. | Outplacement | W1, W2, W3 | X |  |  | X |
| 8. | The role of leadership in the process of changes taking place in the organization and emerging challenges | W1, W2, W3 | X |  |  | X |
| 9. | Summary of classes and discussion of grades |  | X |  |  | X |

TYPE OF CLASS: PROJECT

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| No. | Content of the course | Reference to subject-specific learning outcomes | Method of implementation (mark "X") | | | |
| ST | | NST | |
| **Classes at the University** | **Activities on  the platform** | **Classes at the University** | **Activities on  the platform** |
| 1. | Selection of the project topic from the lecture topics. Practical assumptions of the project solution | U1 | X |  | X |  |
| 2. | Project preparation – part I – description of the organization | U1, K1 | X |  | X |  |
| 3. | Project preparation – part II – selection, description and justification for the implementation of the selected trend in human potential management | U1, U2, K1 | X |  | X |  |
| 4. | Project preparation – part III – selection and description of the method of implementing the selected trend | U1, U2, K1 | X |  | X |  |
| 5. | Project preparation – part IV – description of the effects resulting from the implementation of the selected trend – analysis and evaluation of the selected trend | U1, U3 K1 | X |  | X |  |
| 6. | Presentation of projects.  Summary of classes and discussion of grades. |  | X |  | X |  |

3.5 . Methods of verifying learning outcomes (indication and description of methods of conducting classes and verification of achievement of learning outcomes and method of documentation)

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| Subject Effects | Teaching methods | Methods of verifying learning outcomes | Documentation methods |
| KNOWLEDGE | | | |
| W1-W3 | Lecture with the use of multimedia presentation | Using the content of the presentation to pass the exam (knowledge test)  Scoring:  1-12 - 2  13-18 - 3  19-24 - 4  25-27 - 5 | Exam Test Sheet |
| SKILLS | | | |
| U1-U3 | Discussion of issues using multimedia presentation, case study, case analysis, discussion | Project preparation The project task consists of preparing a presentation concerning the implementation of one of the trends discussed in class in the organization. Therefore, you should describe the organization in which you want to implement it, present the trend that you will use and the method of its implementation. You should also indicate the effects that you expect from the use of a given solution in the organization. | Assessed final project |
| SOCIAL COMPETENCES | | | |
| K1 | Discussion of issues using multimedia presentation, case study, case analysis, discussion | Preparing the project The project task consists of preparing a presentation concerning the implementation of one of the trends discussed in the class in the organization. Therefore, you should describe the organization in which you want to implement it, present the trend that you will use and the method of its implementation. You should also indicate the effects that you expect from using a given solution in the organization. | Assessed final project |

3.6. Assessment criteria for the achieved learning outcomes

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| Learning effect | For a grade of 3 or "pass."  the student knows and understands /is able to/is ready to | For a grade of 3.5, the student knows and understands/is able to/is ready to | For a grade of 4, the student knows and understands/is able to/is ready to | For a grade of 4,5, the student knows and understands/is able to/ is ready to | For a grade of 5, the student knows and understands/is able to/is ready to |
| W | 51-60% of knowledge indicated in learning outcomes | 61-70% of knowledge indicated in learning outcomes | 71-80% of knowledge indicated in learning outcomes | 81-90% of knowledge indicated in learning outcomes | 91-100% of knowledge indicated in learning outcomes |
| U | 51-60% of skills indicated in learning outcomes | 61-70% of skills indicated in learning outcomes | 71-80% of skills indicated in learning outcomes | 81-90% of skills indicated in learning outcomes | 91-100% of skills indicated in learning outcomes |
| K | 51-60% of skills indicated in learning outcomes | 61-70% of skills indicated in learning outcomes | 71-80% of skills indicated in learning outcomes | 81-90% of skills indicated in learning outcomes | 91-100% of skills indicated in learning outcomes |

3.7. Literature

**Basic**

1. Klikauer Thomas, Managing people in organizations, Red Globe Press, London, 2018.
2. Rakowska Anna; Babnik Katarina, (red.), Human resources management challenges, ToKnow Press, Bangkok 2015.
3. Król H., Ludwiczyński A.(red.) Zarządzanie zasobami ludzkimi. Tworzenie kapitału ludzkiego w organizacji, PWN SA, Warszawa 2020.
4. Oczkowska R. (red.), Zarządzanie zasobami ludzkimi : uwarunkowania, instrumenty, trendy, Wydawnictwo Naukowe PWN, Warszawa, 2020

**Supplementary**

1. Griffin Ricky W., Fundamentals of management, CENGAGE Learning, Boston 2016
2. Zarębska Anna (red.), Using modern solutions in business, System-Graf, Lublin 2010.
3. Jamka B. (red) Potencjał ludzki w rozwoju przedsiębiorczości indywidualnej i korporacyjnej, Warszawa 2012.

4. Student workload - ECTS points balance

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| **Types of student activity** | **Student Load** | |
| **ST** | **NST** |
| **Classes requiring direct contact between the student and the academic teacher at the university premises** | **60** | **25** |
| Classes included in the study plan | 60 | 25 |
| **Student's own work** | **90** | **125** |
| Ongoing preparation for classes, preparation of project work/presentations/etc. | 45 | 60 |
| Preparation for passing classes | 45 | 65 |
| **TOTAL STUDENT HOURLY LOAD** | **150** | **150** |
| **Number of ECTS points** | **6** | **6** |

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| Last change date | 30/09/2024 |
| The changes were introduced | ZAZ Education Quality Team |
| The changes were approved | Mgr Anna Bielak |