

TITLE					Code:
HUMAN CAPITAL MANAGEMENT					4.0.2686
ECTS points:	Hours:	Year:	Semester:	Status:	Language:
4	15 – lecture 15 - workshop	2021/22	summer	Elective	English
Lecturer: Tomasz Kawka, Agata Borowska-Pietrzak Email: tomasz.kawka@ug.edu.pl , agata.borowska-pietrzak@ug.edu.pl					
Course description:					
<ol style="list-style-type: none"> 1. Introduction to Human Capital Management 2. The Manager's Role in Strategic Human Capital Management 3. Strategic Personnel Planning and Job Analysis 4. Staffing, Recruiting, Testing and Selection 5. Performance Management and Appraisal 6. Coaching, Careers, and Talent Management 7. Motivating systems 8. Strategic Compensation Management 9. Non-material tools of motivating in contemporary organization 10. Performance and Financial Incentives, Benefits Systems 11. HR Controlling 12. New trends in HR Managing Global Human Resources 					
Reading list:					
<ol style="list-style-type: none"> 1. Armstrong M., Baron A., Human Capital Management. Achieving Added Value Through the People, Kogan Page, London 2008 2. Armstrong M., Taylor S., Armstrong's Handbook of Human Resource Management Practice, Kogan Page, London 2020 3. Bailey C., Mankin D., Clare Kelliher C., Garavan T., Strategic Human Resource Management 2nd Edition Oxford University Press 2018 4. Beardwell J, Thompson A., Human Capital Management. A Contemporary Approach, Pearson Education, London, 2017 5. Brockbank W., Younger J., Ulrich M., David Ulrich D., HR from the Outside In: Six Competencies for the Future of Human Resources, McGraw-Hill Education, New York, 2012 6. Fitz-enz J., The ROI of Human Capital: Measuring the Economic Value of Employee Performance, Amacom, NY, 2009 					
Grading:					
<p>The final grades are based on the score according the University terms of study:</p> <p>50% or less - 2,0 (fail) >50% - 3,0 (pass) >60% - 3,5 (pass +) >70% - 4,0 (good) >80% - 4,5 (good+) >90% - 5,0 (very good)</p>					
Prerequisites:					
There are no pre-requisites for this course					