

ITEM CARD

Attachment No. 1 into Regulation No 3/07/2020
of 13 July 2020 on the model card
subject at the Higher School of Management
in Warsaw

I. GENERAL BASIC INFORMATION ABOUT THE SUBJECT (MODULE)										
ITEM NAME										
Employment policy and labour market										
Name of the organizational unit leading the course:				Faculty of Management and Technical Sciences						
Name of the field of study, level of education:				Management, I cycle						
Learning profile:				general academic						
Name of the specialty:				Human Resources Management						
Type of learning module:				specialty						
Year/Semester:				Year III semester 6						
Person coordinating the subject:				Prof. Zdzisław Sirojć						
Prerequisites (resulting from the succession of items):				Basic knowledge of social sciences						
II. FORMS OF CLASSES AND NUMBER OF HOURS										
	Lecture	Exercise	Seminar	Laboratory	Workshop	Project	Seminar	Consultation	Exam/Passing	Total hours
Full-time studies	10	15								25
Part-time studies	10	15								25
III. METHODS OF TEACHING ACTIVITIES										
Forms of classes				Didactic methods						
lecture				Conversational lecture, information lecture, problem lecture, discussion, work with the text, critical evaluation and analysis of problem issues, analysis of source materials						
exercise				Activating methods, problem tasks, case studies						
IV. OBJECTIVE LEARNING OUTCOMES IN RELATION TO LEARNING OUTCOMES FOR THE FIELD OF STUDY AND AREAS										
Lp.	Description of the learning outcomes in question								Directional effect reference	
Knowledge:										
1.	Knows and understands at an advanced level – selected facts and processes taking place in the economy and society and related theories constituting basic general knowledge in the field of economic and social sciences, including the functioning of the labor market								ZO1_W01 P6S_WG	
2.	Knows and understands in depth the genesis of management sciences and their development in the context of historical changes, understands the impact of economic factors on management, on the process of running a business								ZO1_W14 P6S_WG	
3.	Knows and understands in depth the principles and concepts of economic theory regarding the functioning of the labor market and rational management of resources in this market								ZO1_W05 P6S_WG P6S_WK	

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Abilities:		
1.	The student is able to start a business independently in changing conditions of the labor market and employment	ZO1_U01 P6S_UW
2.	The student is able to interact and work in a group, organize and direct the work of work teams, actively learn and listen, comprehensively solve problems related to the employment of an employee	ZO1_U03 P6S_UO
3.	The student is able to creatively and innovatively theoretical knowledge in a selected functional area of the organization, manage human resources, critically approach emerging employment problems	ZO1_U05 P6S_UW
Social competences:		
1.	He is ready to recognize the importance of knowledge in solving cognitive and practical problems, carrying out tasks at work at the required level	ZO1_K01 P6S_KK
2.	They are ready to take initiative, independence and responsibility for themselves and others in fulfilling professional roles, including: compliance with the rules of professional ethics and demanding it from others, care for the achievements and traditions of their own profession	ZO1_K03 P6S_KR
3.	He is ready to move freely and move to the labor market, consciously decides about changing employment and his development, inference and decision-making, orientation towards services and cooperation with others	ZO1_K04 P6S_KR; P6S_KK
V. CURRICULAR CONTENT (LEARNING)		
Lp.	Lecture:	Reference to the learning outcomes in question
1.	Labour, the social division of labour, and the market: Pconcept of work, employment, employment strategy. The role of work in human development. The formation of the social division of labor.	ZO1_W01 ZO1_W14 ZO1_W05 ZO1_U01 ZO1_U03 ZO1_U05 ZO1_K01 ZO1_K03 ZO1_K04
2.	Definition of profession. Development of technology, technology and management methods and the diversification of occupations and the nature of work.	
3.	The concept of the market. Development of the labor market - in contemporary tendencies taking place in the sphere of work. The twilight of work, tradition and modernity.	
4.	Characteristics of modern enterprises. Knowledge-based economy.	
5.	European Employment Strategy. National Strategy for Employment Growth and Human Resources Development. Other strategic documents relating to employment. <i>Flexicurity</i> in the European Union's employment strategy and policy.	
6.	Employment policy as an element of the socio-economic policy of the state. Objectives and tasks of employment policy. Functions of employment policy. Determinants of employment policy. Employment policy orientations. Employment. Employment policy instruments.	
7.	The situation of young people in the labour market and their impact on professional activity.	
8.	The role of human capital education in relation to the needs of the labour market in the area of SMEs	
9.	Integration of older people into working life. European resources.	
10.	Disability in the labour market – support in professional life.	
11.	Technological progress on the labour market – support in employment and work.	

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13.	Trust and the labour market. Trustworthy employers, the best employers.			
14.	Employee loyalty. Sustainable engagement.			
16.	Poles working abroad. Eures system.			
Lp.	exercises:	Reference to the learning outcomes in question		
1.	Labour market and its determinants: The essence and characteristics of the labour market The labour market as a regulator of labour supply and labour demand	ZO1_W01 ZO1_W14		
2.	Professional competences and the labour market.	ZO1_W05 ZO1_U01		
3.	Unemployment as a social phenomenon: The phenomenon of unemployment, its causes and effects, Spatial aspects of unemployment	ZO1_U03 ZO1_U05		
4.	Human capital and social capital in the labour market.	ZO1_K01		
5.	Loyalty in the organization, the employee's approach to work.	ZO1_K03 ZO1_K04		
6.	Employers' organisations in Poland and the European Union – analysis of tasks and adaptation of support for adults and young people.			
7.	Analysis of employment and job offers available on the market. Advantages and disadvantages of publishing them.			
8.	Expectations of employers and employees on the labor market, approach to employment. Challenges of the future.			
9.	Entrepreneurship on the labour market in Poland and EU countries.			
10.	Stereotypes related to hiring employees.			
11.	Management positions – approach to the work of women and men.			
12.	European and Polish initiatives relating to the labour market.			
Learning outcomes	Verification method	Form of classes in which EUS (Learning Outcome) is verified		
Knowledge:				
ZO1_W01 ZO1_W14 ZO1_W05	Final colloquium, project	Lecture / Exercises		
Abilities:				
ZO1_U01 ZO1_U03 ZO1_U05	Written work, project	Lecture / Exercises		
Social competences:				
ZO1_K01 ZO1_K03 ZO1_K04	Written work, project	Lecture / Exercises		
VII. CRITERIA FOR ASSESSING ACHIEVED LEARNING OUTCOMES				
Learning outcomes	Unsatisfactory assessment The student does not know and	Grade range 3.0-3.5 The student knows and	Grade range 4.0-4.5 The student knows and	Very good rating The student knows and

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	does not understand/cannot/is not ready:	understands / can / is ready:	understands / can / is ready:	understands / can / is ready:
For each of the learning outcomes identified for the Knowledge, Skills and Competences module	The student obtains less than 50% max. the number of points for a given effect	The student gets from 50 to 59% max. the number of points for a given effect on a grade of 3 and The student gets from 60 to 69% max. the number of points for a given effect per grade 3.5	The student gets from 70 to 79% max. the number of points for a given effect per grade 4, and The student obtains from 80 to 89% max. the number of points for a given effect per rating 4.5	The student obtains more than 89% max. the number of points for a given effect

VIII. STUDENT'S WORKLOAD – NUMBER OF HOURS AND BALANCE OF ECTS CREDITS

Type of activity ECTS	Student load	
	Studies Stationary	Part-time studies
Participation in didactic activities (lectures, exercises, tutorials, project, laboratories, workshops, seminars) – SUM of hours – from point II	25	25
Exam/Passing		
Participation in the consultation		
Project / Essay	10	10
Independent preparation for didactic classes	10	5
Preparing to pass a teaching class	5	10
Total student workload (25h = 1 ECTS) TOTAL hours/ECTS	2 ECTS/50 h point	2 ECTS/50 h point
Student load in classes in direct contact with the teacher	25	25
Student load in practical classes	25	25
Student load in practical vocational preparation classes		
Student load in research preparation classes		

IX. LITERATURE AND OTHER DIDACTIC MATERIALS

Basic literature:

1. Kacperska E., Kacprzak M., Kmieć D., Król A., Łukasiewicz K., International migrations in Europe. Trendy, problem, challenges, Wyd. SGGW, Warsaw 2019.
2. M. Makuch, Contemporary labour market. Employment and unemployment in the XXI century, Wyd. University of Wrocław, Wrocław 2014.

Supplementary literature:

1. E. Kryńska, E. Kwiatkowski, Fundamentals of knowledge about the labor market, Wyd. University of Lodz, Lodz 2013.
2. M. Szyłko-Skoczny, Social problems in the sphere of work, in: Social policy. Podręcznik akademicki, G. Firlit-Fesnak, M. Szyłko-Skoczny /ed./, Wyd. Naukowe PWN, Warsaw 2008.
3. Magala S., Intercultural competences, Wolters Kluwer Polska, Warsaw 2011.
4. Act on Labour Market Institutions and Employment Promotion
5. Kacprzak M., Król A., Human capital on the labour market, Tourism and Regional Development, No. 4/2015.
6. Public Employment Services Vortal, MRPiPS.
7. Employment planning / Zofia Sekuła. - Cracow : Oficyna Ekonomiczna Oddział Polskich Wydawnictw ; ABC, 2001.
8. Counteracting discrimination in employment: How to combat mobbing and other forms of discrimination in practice / Jarosław Marciniak. - Ostrołęka : ALPHA pro.

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Other teaching materials: MS Teams, Moodle