

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										
Human resources management in multinational companies										
Name of the organizational unit leading the course:				Faculty of Management and Technical Sciences						
Name of the field of study, level of education:				Management II cycle						
Learning profile:				general academic						
Name of the specialty:				International governance						
Type of learning module:				specialty						
Year/Semester:				II year, semester 4						
Person coordinating the subject:				Agnieszka Król, PhD						
Prerequisites (resulting from the succession of items):				Knowledge, skills and competences acquired as a result of teaching existing related subjects at first- and second-cycle studies , including the basics of management and organization and human resources management						
II. FORMS OF CLASSES AND NUMBER OF HOURS										
	Lecture	Exercise	Seminar	Laboratory	Workshop	Project	Seminar	Consultation	Exam/Passing	Total hours
Full-time studies	45	45								90
Part-time studies	30	30								60
III. METHODS OF TEACHING ACTIVITIES										
Forms of classes				Didactic methods						
Lecture				Feeding methods, multimedia presentations, discussions						
exercise				Activating methods, brainstorming, case-study, problem methods, work with literature, exercises assuming hypothetical-deductive thinking of listeners						
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.	The student knows the best practices in the field of human resource management in international enterprises								ZO2_W13 P7S_WG	
2.	The student knows selected economic, social, environmental and managerial effects of cultural phenomena on the scale of foreign organizations and institutions (in the context of leading theoretical approaches appropriate to the discipline of management)								ZO2_W11 P7S_WG P7S_WK	
3.	The student knows the key issues of international management, including conditions, problems and challenges in the area of employee management								ZO2_W15 P7S_WG; P7S_WK	
Abilities:										

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1.	The student has the ability to select and manage human, material, financial and information resources in international enterprises in order to effectively and efficiently perform managerial tasks	ZO2_U15 P7S_UW P7S_UK P7S_UO
2.	The student has the skills to integrate knowledge from certain fields in order to create innovative solutions to problems in the area of human resource management in international enterprises	ZO2_U01 P7S_UW
3.	The student is able to apply in practice selected HR tools in international enterprises m.in in the area of competence management, intellectual capital management or shaping human capital	ZO2_U17 P7S_UU
4.	The student is able to critically analyze, interpret and evaluate phenomena and processes of human resource management in international enterprises	ZO2_U14 P7S_UW
Social competences:		
1.	The student is aware of the need to respect and promote ethical attitude and social sensitivity, also within the framework of organizational and social roles in international enterprises	ZO2_K04 P7S_KR
2.	The student is aware of the importance of adaptation and action in new conditions and situations, e.g. related to cultural diversity or innovation	ZO2_K06 P7S_KO
V. CURRICULAR CONTENT (LEARNING)		
Lp.	Lecture:	Reference to the learning outcomes in question
1	The global context of human resource management	ZO2_W13 ZO2_W15 ZO2_W11 ZO2_U01 ZO2_U14 ZO2_U17 ZO2_U15 ZO2_K04 ZO2_K06
2	International labour markets	
3	Cultural determinants of international HRM	
4	Implementation of HRM functions in international corporations	
5.	Managers' competences in the perspective of the challenges of human resources and team management in culturally diverse international enterprises.	
6.	International Human Resource Management Practices	
7.	Challenges posed to international companies by managing a team of employees from different countries and cultures	
8.	Strategies for attracting, selecting and hiring international workers.	
9.	Training and development of international employees in order to adapt them to the specifics of the company's international activities.	
10.	Motivation of international workers and ways to raise it.	
11.	Analysis of remuneration in the context of the company's international operations, including the unification of remuneration systems in different markets.	
12.	Management of cultural diversity in an international team, including the elimination of discrimination and the creation of a favorable working environment	

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13.	Introduction of ethical standards and principles of work safety in an international enterprise.		
14.	Leading an international team, including leadership, delegation and communication.		
15.	Analysis of dismissal and relocation processes of international workers, including legal and financial issues		
16.	Risk management related to the company's international operations, including political, financial and cultural risks.		
17.	Examples of best practices in human resource management in international enterprises.		
18.	The impact of globalisation and changes in labour markets on human resources management in multinational companies		
19.	Directions of changes in human resources management in international enterprises		
Lp.	exercise		Reference to the learning outcomes in question
1	Cultural determinants of international HRM		ZO2_W13 ZO2_W15 ZO2_W11 ZO2_U01 ZO2_U14 ZO2_U17 ZO2_U15 ZO2_K04 ZO2_K06
2	Implementation of HRM functions in international corporations		
3	Managers' competences in the perspective of the challenges of human resources and team management in culturally diverse international enterprises.		
4	International Human Resource Management Practices – Case Study		
5	Strategies for attracting, selecting and hiring international workers.		
6	Training and development of international employees in order to adapt them to the specifics of the company's international activities.		
7	Motivation of international workers and ways to raise it.		
8	Analysis of remuneration in the context of the company's international operations, including the unification of remuneration systems in different markets.		
9	Management of cultural diversity in an international team, including the elimination of discrimination and the creation of a favorable working environment		
10	Introduction of ethical standards and principles of work safety in an international enterprise.		
11	Leading an international team, including leadership, delegation and communication.		
12	Analysis of dismissal and relocation processes of international workers, including legal and financial issues		
13	Risk management related to the company's international operations, including political, financial and cultural risks.		
14	Examples of best practices in human resource management in international enterprises.		
15	The impact of globalisation and changes in labour markets on human resources management in multinational companies		

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16	Directions of changes in human resources management in international enterprises			
VI. METHODS OF ASSESSMENT OF LEARNING OUTCOMES				
Learning outcomes	Verification method			Form of classes in which EUS is verified (Learning outcome)
Knowledge:				
ZO2_W13 ZO2_W15 ZO2_W11	Written paper, presentation, discussion activity, test			Lecture/Exercise
Abilities:				
ZO2_U01 ZO2_U14 ZO2_U17 ZO2_U15	Written paper, presentation, discussion activity, test			Lecture/Exercise
Social competences:				
ZO2_K04 ZO2_K06	Written paper, presentation, discussion activity, test			Lecture/Exercise
VII. CRITERIA FOR ASSESSING ACHIEVED LEARNING OUTCOMES				
Learning outcomes	Unsatisfactory assessment The student does not know and does not understand/cannot/is not ready:	Grade range 3.0-3.5 The student knows and understands / can / is ready:	Grade range 4.0-4.5 The student knows and understands / can / is ready:	Very good rating The student knows and 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		90	60	
Exam/Passing		2	2	

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Participation in the consultation	1	1
Project / Essay		
Independent preparation for didactic classes	27	40
Preparing to pass a teaching class	30	47
Total student workload (25h = 1 ECTS) TOTAL hours/ECTS	6pt ECTS/150h	6 ECTS/150h
Student load in classes in direct contact with the teacher	90	60
Student load in practical classes	30	45
Student load in practical vocational preparation classes	30	45
Student load in research preparation classes		
IX. LITERATURE AND OTHER DIDACTIC MATERIALS		
Basic literature:		
<ol style="list-style-type: none"> 1. Haromszeki Ł. (ed.), Human capital management in culturally diverse organizations, Wrocław University of Economics Press, Wrocław 2020 2. Poczowski A., Human resources management on international markets, Oficyna a Wolters Kluwer Business, Warsaw 2015 3. Stor M. , Strategic international human resources management, Wrocław University of Economics Press, 2019 		
Supplementary literature:		
<ol style="list-style-type: none"> 1. Juchnowicz M. (ed.), European standards of human resources management, Poltext, Warsaw 2004 2. Król H., Ludwiczynski A., Human resources management. Creating the organization's capital, PWN, Warsaw 2018 3. King, M. Kacprzak, Instruments for shaping the human capital of enterprises, Oficyna Wydawnicza Wyższa Szkoła Menedżerskiej, Warsaw 2017 4. Magala S., Intercultural competences, Wolters Kluwer Poland, Warsaw 2011 5. Poczowski A., International human resources management, Oficyna Ekonomiczna, Kraków 2013 6. Białas S., Human resources management in the international environment, Wydawnictwo Naukowe PWN, Warsaw 2013 7. 		
Other teaching materials:		
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