

DESCRIPTION OF THE PROGRAM OF STUDIES**Main field of study: Management****Profile: general academic****Level of studies: second-level studies****Form of studies: full-time studies****1. General description**

<i>1.1 Number of semesters:4</i>	<i>1.2 Total number of ECTS points necessary to complete studies at a given level:120</i>
<i>1.3 Total number of hours: 1380</i>	<i>1.4 Prerequisites (particularly for second-level studies):</i> First-cycle studies completed According to the resolution No. 151/11/2020-2024 of PWr Senate from 17 June 2021 and resolution No. 26/22/2020-2024 of PWr Senate from 19 May 2022
<i>1.5 Upon completion of studies graduate obtains professional degree of: Master of Science (magister) 2nd level qualifications</i>	<i>1.6 Graduate profile, employability:</i> Graduates have the advanced knowledge and skills in the discipline of management and quality sciences, covering: contemporary management concepts and methods, analysing and planning the performance of an organisation, creating and developing its business processes and initiating strategic changes in it. He/she is able to apply complex qualitative and quantitative models and methods, also by using appropriate ICT systems. Graduates are characterised by the ability to think abstractly and critically, that is enabling them to identify, describe, analyse and interpret complex problems of

an organisation and its environment. They are skilful in integrating economic, psychological, social and legal knowledge as well as knowledge from the field of management with the use of ICT and mathematical tools in order to comprehensively diagnose situations and make managerial decisions. Graduates are prepared to work in teams in the roles of: entrepreneur, manager, specialist-analyst and consultant, and have advanced skills in defining and solving problems, taking into account good business practices and ethics, in a complex and uncertain environment, as well as the ability to select methods and analytical tools and IT systems.

A masters graduate is prepared to act as a leader of various types of teams, in various organizations (from international corporations to startups), as well as a human resources specialist, taking into account professional standards, ethical norms and socially acceptable features. He/she is able to use, appropriate to the needs, instruments and principles of managing own potential, team members and organization. He/she can plan, conduct and evaluate the effects of processes such as: recruitment and selection, employee development, career path planning, employee evaluation, remuneration and motivation, strengthening employee commitment and loyalty. A masters graduate understands and is able to put into practice modern concepts of human resource management, for example: competency approach, strategic and international HRM, evidence-based approach, diversity management, and employer branding. He/she is able to apply research methods in the areas of HR, from methodology to advanced HR analytics. He can make decisions and actions and function in conditions of uncertainty. Thanks to these skills, he/she is able to evaluate the conducted activities in order to build an HR strategy and connect it with the organization's strategy. He/she understands the tasks of a manager and a leader, and for the purposes of effective communication and conflict resolution, can use the tools useful in psychology and sociology of business. A masters graduate has knowledge and experience concerning the functioning of groups and their dynamics. He/she can use human resource management tools to achieve optimal results of his/her teams: both in terms of business or project goals, high

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	<p>performance and group effectiveness, but also the optimal level of well-being of group members. He/she is also prepared to work and manage teams in companies of various specialties (IT, mechanics, electronics and telecommunications, chemistry, construction and other technical fields).</p>
<p><i>1.7 Possibility of continuing studies:</i> eligibility to apply for admission to a doctoral school, non-degree postgraduate programmes.</p>	<p><i>1.8 Indicate connection with University's mission and its development strategy:</i></p> <p>Education in Management is conducted in the field of social sciences, however it is directly part of the mission and development strategy of a technical university. Management graduates acquire business, analytical, social and technical competences.</p> <p>The educational program in Management is coherent with the mission of Wrocław University of Science and Technology in the following areas:</p> <ul style="list-style-type: none"> • Developing creative, critical and tolerant graduates, as studying a course in management emphasizes on appropriate skills and attitudes development; • Aiming to provide high quality courses and providing the students of Management and lecturers with conditions enabling open discussion and constructive criticism; • Developing the values and tradition of higher education, wide-ranging cooperation with other universities via students taking part in scientific conferences and the Erasmus program, and with employers via practical learning, carried out in the form of projects in specific organizations; • Aiming to make an impact on the national and international scene in the area of educating specialists in the field of management, by emphasizing the professionalism and hard skills of graduates. <p>According to the principle adopted at Wrocław University of Science and Technology, studies in the field of Management have a general academic profile. The program satisfies all the conditions stipulated in current legislation and is also in accordance with the Polish Qualifications Framework in the field of social science.</p> <p>Our programs in Management has have a unique character. In accordance with the University's strategy, which emphasizes the need to respond to the</p>

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	<p>current needs of the labor market, it demonstrates a natural – in business practice – complementarity of technical science and economics, enriched with the element of computer science.</p> <p>Due to the regional roots of the University, the educational programs in Management create a framework which ensures that students have systematic contact with enterprises and other institutions during their studies.</p> <p>In line with the University's development strategy, the quality of education in the didactic offer at the Faculty is systematically improved. This is achieved through the development of our lecturers' research and teaching skills, as well as systematic refurbishment of the department's infrastructure, including modernization of lecture theatres, audio-visual equipment and computer laboratories, and a current software updates.</p> <p>The program of masters studies in management develops the theoretical knowledge and practical skills of students, enabling graduates to be highly competitiveness on the employment market. Graduates are able to undertake doctoral studies and carry out their own research. They also are conscious of the need for constant self-development in cooperation with their alma mater.</p>
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2. Detailed description

2.1 Total number of learning outcomes in the program of study:

W (knowledge) =17, U (skills) = 23, K (competences) = 9, W + U + K = 49.

2.2 For the main field of study assigned to more than one discipline - the number of learning outcomes assigned to the discipline:

D1 (major) Management and quality sciences

D2

D3

D4

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2.3 For the main field of study assigned to more than one discipline - percentage share of the number of ECTS points for each discipline:

- D1 100 % ECTS points**
- D2% ECTS points**
- D3% ECTS points**
- D4% ECTS points**

2.4a. For the general academic profile of the main field of study – the number of ECTS points assigned to the classes related to the University's academic activity in the discipline or disciplines to which the main field of study is assigned – DN: 117 ECTS points (must be greater than 50% of the total number of ECTS points from 1.2)

2.4b. For the practical profile of the main field of study - the number of ECTS points assigned to the classes shaping practical skills: ECTS points (must be greater than 50% of the total number of ECTS points from 1.2)

2.5 Concise analysis of compliance of the assumed learning outcomes with the needs of the labor market

The expected educational results of the study correspond to the following requirements set for employees by employers on the labor market:

- Employees' understanding of the strategic perspective of the company's functioning, in particular, the assessment and formation of its competitiveness and value (employers - medium and large companies);
- Independence of employees, but also ability to perform various roles in a team in terms of diagnosing, proposing solutions and their implementation in the functional areas of the company - according to the completed specialization (employers - medium and large companies);
- Inspire and select and implement modern management methods and techniques and selected IT tools;
- Ability to learn and share knowledge with others as well as creativity and openness to innovations.

The curriculum of management studies at the graduate level and the long-term experience of the teaching staff create conditions for the achievement by the graduates of the expected educational results and for meeting the above requirements formulated by the employers.

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2.6. The total number of ECTS points that a student must obtain in classes requiring direct participation of academic teachers or other persons conducting classes and students (enter the sum of ECTS points for courses / groups of courses marked with the BU¹ code) ...**83.9** ECTS. The maximum number of ECTS carried out remotely with the consent of the Dean of the Faculty is 75%.

2.7. Total number of ECTS points, which student has to obtain from basic sciences classes

Number of ECTS points for obligatory subjects	8
Number of ECTS points for optional subjects	0
Total number of ECTS points	8

2.8. Total number of ECTS points, which student has to obtain from practical classes, including project and laboratory classes (enter total number of ECTS points for courses/group of courses denoted with code P)

Number of ECTS points for obligatory subjects	21
Number of ECTS points for optional subjects	69
Total number of ECTS points	90

2.9. Minimum number of ECTS points, which student has to obtain doing education blocks offered as part of University-wide classes or other main field of study (enter number of ECTS points for courses/groups of courses denoted with code O)
...**3**.... ECTS points

2.10. Total number of ECTS points, which student may obtain doing optional blocks (min. 30% of total number of ECTS points)
...**79**.... ECTS points

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3. Description of the process leading to learning outcomes acquisition:

The process leading to achievement of the assumed learning outcomes includes active participation in the classes organized at the university: lectures, classes, laboratories, projects and seminars, as well as self-studies enabling consolidation, supplementation and extension of knowledge. The educational program create a framework which ensures that student has systematic contact with enterprises and other institutions during studies. If necessary, the student may use individual consultations. Learning outcomes in terms of skills are further developed during obligatory student training program.

4. List of education blocks:

4.1. List of obligatory blocks:

4.1.1 List of general education blocks

4.1.1.1 Liberal-managerial subjects block (min. 2 ECTS points):

No	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form ² of course/gr oup of courses	Way ³ of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN ⁵ classes	BU ¹ classes			University -wide ⁴	Concerni ng scientific activities ⁵	Practical ⁶	Type ⁷
1	W08ZZZ- SM8001W	Basis of Social Science	2					K2_ZARZ_W10 K2_ZARZ_W11 K2_ZARZ_W12 K2_ZARZ_W17	30	50	2	2	1.2	T/Z	Z		DN		KO
2	W08ZZZ- SM8040W	Philosophy and the fundamental challenges of contemporary civilization	1					K2_ZARZ_W06 K2_ZARZ_W09 K2_ZARZ_U05 K2_ZARZ_U14 K2_ZARZ_K08 K2_ZARZ_K09	15	25	1	1	0.6	T/Z	Z		DN		KO
Total			3	0	0	0	0		45	75	3	3	1.8						

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4.1.1.2 Foreign languages block (min. ECTS points):

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form ² of course/gr oup of courses	Way ³ of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN ⁵ classes	BU ¹ classes			University -wide ⁴	Concerni ng scientific activities ⁵	Practical ⁶	Type ⁷
		Total																	

4.1.1.3 Sporting classes block (0 ECTS points):

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form ² of course/gr oup of courses	Way ³ of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN ⁵ classes	BU ¹ classes			University -wide ⁴	Concerni ng scientific activities ⁵	Practical ⁶	Type ⁷
		Total																	

4.1.1.4 Information technologies block (min. ECTS points):

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form ² of course/gr oup of courses	Way ³ of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN ⁵ classes	BU ¹ classes			University -wide ⁴	Concerni ng scientific activities ⁵	Practical ⁶	Type ⁷
		Total																	

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Altogether for general education blocks

Total number of hours					Total number of ZZU hours	Total number of CNPS hours	Total number of ECTS points	Total number of ECTS points for DN classes ⁵	Number of ECTS points for BU classes ¹
lec	cl	lab	pr	sem					
3	0	0	0	0	45	75	3	3	1.8

4.1.2 List of basic sciences blocks

4.1.2.1 Mathematics block

No	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form ² of course/gr oup of courses	Way ³ of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN ⁵ classes	BU ¹ classes			University -wide ⁴	Concerni ng scientific activities ⁵	Practical ⁶	Type ⁷
1	W08ZZZ- SM8007W	Risk analysis in the Realization of Organizational Projects	2					K2_ZARZ_W07 K2_ZARZ_W13 K2_ZARZ_W17	30	75	3	3	1.2	T/Z	E		DN		PD
2	W08ZZZ- SM8007C	Risk analysis in the Realization of Organizational Projects		1				K2_ZARZ_U08 K2_ZARZ_U10 K2_ZARZ_U11 K2_ZARZ_U12 K2_ZARZ_U14 K2_ZARZ_U23	15	25	1	1	0.6	T/Z	Z		DN	P	PD
3	W08ZZZ- SM8007L	Risk analysis in the Realization of Organizational Projects			2			K2_ZARZ_U08 K2_ZARZ_U10 K2_ZARZ_U11 K2_ZARZ_U12 K2_ZARZ_U14 K2_ZARZ_U23	30	75	3	3	1.2	T/Z	Z		DN	P	PD
Total			2	1	2	0	0		75	175	7	7	3.0						

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4.1.2.2 Physics block

No	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form ² of course/gr oup of courses	Way ³ of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN ⁵ classes	BU ¹ classes			University -wide ⁴	Concerni ng scientific activities ⁵	Practical ⁶	Type ⁷
1	W08ZZZ- SM8016P	Work Environment Physics II				1		K2_ZARZ_W15 K2_ZARZ_U05 K2_ZARZ_K02	15	50	2	2	0.6	T/Z	Z		DN	P	PD
Total			0	0	0	1	0		15	50	2	2	0.6						

4.1.2.3 Chemistry block

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form ² of course/gr oup of courses	Way ³ of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN ⁵ classes	BU ¹ classes			University -wide ⁴	Concerni ng scientific activities ⁵	Practical ⁶	Type ⁷
Total																			

Altogether for basic sciences blocks:

Total number of hours					Total number of ZZU hours	Total number of CNPS hours	Total number of ECTS points	Total number of ECTS points for DN classes ⁵	Number of ECTS points for BU classes ¹
lec	cl	lab	pr	sem					
2	1	2	1	0	90	225	9	9	3.6

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4.1.3 List of the main field of study blocks

4.1.3.1 Obligatory main field of study blocks

No	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form ² of course/gr oup of courses	Way ³ of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN ⁵ classes	BU ¹ classes			University -wide ⁴	Concerni ng scientific activities ⁵	Practical ⁶	Type ⁷
1	W08ZZZ- SM8006W	Human Resource Management	2					K2_ZARZ_W04 K2_ZARZ_W05 K2_ZARZ_W08 K2_ZARZ_W09 K2_ZARZ_W10 K2_ZARZ_W17	30	75	3	3	1.2	T/Z	E		DN		K
2	W08ZZZ- SM8021W	Managerial Accounting	1					K2_ZARZ_W06 K2_ZARZ_W07 K2_ZARZ_W08	15	50	2	2	0.6	T/Z	E		DN		K
3	W08ZZZ- SM8021C	Managerial Accounting		1				K2_ZARZ_U02 K2_ZARZ_U03 K2_ZARZ_U04 K2_ZARZ_U06 K2_ZARZ_U08 K2_ZARZ_K01 K2_ZARZ_K02 K2_ZARZ_K04 K2_ZARZ_K05 K2_ZARZ_K07	15	50	2	2	0.6	T/Z	Z		DN	P	K
4	W08ZZZ- SM8021L	Managerial Accounting			1			K2_ZARZ_U02 K2_ZARZ_U03 K2_ZARZ_U04 K2_ZARZ_U06 K2_ZARZ_U08	15	25	1	1	0.6	T/Z	Z		DN	P	K
5	W08ZZZ- SM8012W	Knowledge Economy	2					K2_ZARZ_W01 K2_ZARZ_W02 K2_ZARZ_W05 K2_ZARZ_W10 K2_ZARZ_W10	30	75	3	3	1.2	T/Z	E		DN		K
6	W08ZZZ- SM8012C	Knowledge Economy		2				K2_ZARZ_U01 K2_ZARZ_U05 K2_ZARZ_K01 K2_ZARZ_K02 K2_ZARZ_K04 K2_ZARZ_K05 K2_ZARZ_K07	30	50	2	2	1.2	T/Z	Z		DN	P	K
7	W08ZZZ- SM8027S	Modern Trends in Human Resource Management					2	K2_ZARZ_W14 K2_ZARZ_U09 K2_ZARZ_U23 K2_ZARZ_K01 K2_ZARZ_K02	30	50	2	2	1.2	T/Z	Z		DN	P	K
8	W08ZZZ- SM8002W	Contemporary Management	2					K2_ZARZ_W03 K2_ZARZ_W04 K2_ZARZ_W06 K2_ZARZ_W08 K2_ZARZ_W11 K2_ZARZ_W12	30	50	2	2	1.2	T/Z	Z		DN		K
9	W08ZZZ- SM8002S	Contemporary Management					2	K2_ZARZ_U02 K2_ZARZ_U03 K2_ZARZ_U04 K2_ZARZ_U06 K2_ZARZ_U09 K2_ZARZ_K01 K2_ZARZ_K02 K2_ZARZ_K05	30	75	3	3	1.2	T/Z	Z		DN	P	K

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								K2_ZARZ_K04 K2_ZARZ_K05 K2_ZARZ_K06 K2_ZARZ_K07 K2_ZARZ_W11 K2_ZARZ_W17											
10	W08ZZZ-SM8020W	Leadership in the Organization	2						30	50	2	2	1.2	T/Z	E		DN		K
11	W08ZZZ-SM8020C	Leadership in the organization		2				K2_ZARZ_U02 K2_ZARZ_U03 K2_ZARZ_U05 K2_ZARZ_U20 K2_ZARZ_U22 K2_ZARZ_U23 K2_ZARZ_K03 K2_ZARZ_K08 K2_ZARZ_K09	30	50	2	2	1.2	T/Z	Z		DN	P	K
12	W08ZZZ-SM8026C	Employer Branding		2				K2_ZARZ_U03 K2_ZARZ_U04 K2_ZARZ_U05 K2_ZARZ_U06 K2_ZARZ_U23 K2_ZARZ_K04 K2_ZARZ_K06	30	50	2	2	1.2	T/Z	Z		DN	P	K
13	W08ZZZ-SM8029W	Performance Management in Human Resource Management	2					K2_ZARZ_W04 K2_ZARZ_W06 K2_ZARZ_W07 K2_ZARZ_W08 K2_ZARZ_W17	30	50	2	2	1.2	T/Z	E		DN		K
14	W08ZZZ-SM8029C	Performance Management in Human Resource Management		1				K2_ZARZ_U03 K2_ZARZ_U04 K2_ZARZ_U06 K2_ZARZ_U07 K2_ZARZ_U23 K2_ZARZ_K02 K2_ZARZ_K04 K2_ZARZ_K05 K2_ZARZ_K06	15	25	1	1	0.6	T/Z	Z		DN	P	K
Total			11	8	1	0	4		360	725	29	29	14,4						

Altogether (for main field of study blocks):

Total number of hours					Total number of ZZU hours	Total number of CNPS hours	Total number of ECTS points	Total number of ECTS points for DN classes ⁵	Number of ECTS points for BU classes ¹
lec	cl	lab	pr	sem					
11	8	1	0	4	360	725	29	29	14.4

¹BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

²Traditional – enter T, remote – enter Z

³Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

⁴University-wide course /group of courses – enter O

⁵DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

⁶Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

⁷KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

4.2 List of optional blocks

4.2.1 List of general education blocks

4.2.1.1 Liberal-managerial subjects blocks (min. 2 ECTS points):

No	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form ² of course/gr oup of courses	Way ³ of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN ⁵ classes	BU ¹ classes			University -wide ⁴	Concerni ng scientific activities ⁵	Practical ⁶	Type ⁷
	ZZZ- SM4HRM02 BM	W08-HRM-ST-IIM/Block Management	2				1		45	50	2	2	1.8	T/Z	Z		DN		K
1	W08ZZZ- SM8038G	Corporate Social Responsibility (GK)	2				1	K2_ZARZ_W10	45	50	2	2	1.8	T/Z	Z		DN		K
2	W08ZZZ- SM8039G	Business ethics (GK)	2				1	K2_ZARZ_W10	45	50	2	2	1.8	T/Z	Z		DN		K
Total			2	0	0	0	1		45	50	2	2	1.8						

4.2.1.2 Foreign languages block (min. 3 ECTS points):

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form ² of course/gr oup of courses	Way ³ of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN ⁵ classes	BU ¹ classes			University -wide ⁴	Concerni ng scientific activities ⁵	Practical ⁶	Type ⁷
1	SJO- SM0003	Foreign Language I		3				K2_ZARZ_U19 K2_ZARZ_U20 K2_ZARZ_U21	45	60	2	0	1.5	T	Z	O		P	KO
2	SJO- SM0004	Foreign Language II		1				K2_ZARZ_U15 K2_ZARZ_U16 K2_ZARZ_U17 K2_ZARZ_U19 K2_ZARZ_U20 K2_ZARZ_U21	15	30	1	0	0.5	T	Z	O		P	KO
Total			0	4	0	0	0		60	90	3	0	2.0						

¹BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

²Traditional – enter T, remote – enter Z

³Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

⁴University-wide course /group of courses – enter O

⁵DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

⁶Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

⁷KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

4.2.1.3 Sporting classes block (0. ECTS points):

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form ² of course/gr oup of courses	Way ³ of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN ⁵ classes	BU ¹ classes			University -wide ⁴	Concerni ng scientific activities ⁵	Practical ⁶	Type ⁷
		Total																	

4.2.1.4 Information technologies block (min. ECTS points):

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form ² of course/gr oup of courses	Way ³ of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN ⁵ classes	BU ¹ classes			University -wide ⁴	Concerni ng scientific activities ⁵	Practical ⁶	Type ⁷
		Total																	

Altogether for general education blocks:

Total number of hours					Total number of ZZU hours	Total number of CNPS hours	Total number of ECTS points	Total number of ECTS points for DN classes ⁵	Number of ECTS points for BU classes ¹
lec	cl	lab	pr	sem					
2	4	0	0	1	105	140	5	2	3.8

¹BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

²Traditional – enter T, remote – enter Z

³Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

⁴University-wide course /group of courses – enter O

⁵DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

⁶Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

⁷KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

4.2.2 List of basic sciences blocks

4.2.2.1 Mathematics block (min. ECTS points):

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form ² of course/gr oup of courses	Way ³ of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN ⁵ classes	BU ¹ classes			University -wide ⁴	Concerni ng scientific activities ⁵	Practical ⁶	Type ⁷
		Total																	

4.2.2.2 Physics block (min. ECTS points):

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form ² of course/gr oup of courses	Way ³ of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN ⁵ classes	BU ¹ classes			University -wide ⁴	Concerni ng scientific activities ⁵	Practical ⁶	Type ⁷
		Total																	

4.2.2.3 Chemistry block (min. ECTS points):

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form ² of course/gr oup of courses	Way ³ of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN ⁵ classes	BU ¹ classes			University -wide ⁴	Concerni ng scientific activities ⁵	Practical ⁶	Type ⁷
		Total																	

¹BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

²Traditional – enter T, remote – enter Z

³Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

⁴University-wide course /group of courses – enter O

⁵DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

⁶Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

⁷KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

Altogether for general education blocks:

Total number of hours					Total number of ZZU hours	Total number of CNPS hours	Total number of ECTS points	Total number of ECTS points for DN classes ⁵	Number of ECTS points for BU classes ¹
lec	cl	lab	pr	sem					

4.2.3 List of blocks

4.2.3.1 “Diploma seminar” block (min. 4 ECTS points):

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form ² of course/gr oup of courses	Way ³ of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN ⁵ classes	BU ¹ classes			University -wide ⁴	Concerni ng scientific activities ⁵	Practical ⁶	Type ⁷
1	W08ZZZ- SM8015S	Seminar I					1	K2_ZARZ_U04 K2_ZARZ_U16 K2_ZARZ_U18 K2_ZARZ_U23 K2_ZARZ_K01 K2_ZARZ_K08	15	50	2	2	0.6	T/Z	Z		DN	P	S
2	W08ZZZ- SM8023S	Seminar II					1	K2_ZARZ_U04 K2_ZARZ_U16 K2_ZARZ_U18 K2_ZARZ_U22 K2_ZARZ_K01 K2_ZARZ_K08	15	50	2	2	0.6	T/Z	Z		DN	P	S
Total			0	0	0	0	2		30	100	4	4	1.2						

Altogether for blocks:

Total number of hours					Total number of ZZU hours	Total number of CNPS hours	Total number of ECTS points	Total number of ECTS points for DN classes ⁵	Number of ECTS points for BU classes ¹
lec	cl	lab	pr	sem					
0	0	0	0	2	30	100	4	4	1.2

¹BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

²Traditional – enter T, remote – enter Z

³Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

⁴University-wide course /group of courses – enter O

⁵DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

⁶Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

⁷KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

4.2.4 List of specialization blocks

4.2.4.1 Specialization subjects (e.g. whole specialization) blocks (min. 42 ECTS points):

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form ² of course/gr oup of courses	Way ³ of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN ⁵ classes	BU ¹ classes			University -wide ⁴	Concerni ng scientific activities ⁵	Practical ⁶	Type ⁷
1	W08ZZZ- SM8008W	Talent Acquisition & Recruitment Management	1					K2_ZARZ_W06 K2_ZARZ_W08 K2_ZARZ_W09 K2_ZARZ_W16 K2_ZARZ_W17	15	50	2	2	0.6	T/Z	Z		DN		S
2	W08ZZZ- SM8008P	Talent Acquisition & Recruitment Management				2		K2_ZARZ_U03 K2_ZARZ_U04 K2_ZARZ_U06 K2_ZARZ_U22 K2_ZARZ_U23 K2_ZARZ_K01 K2_ZARZ_K02 K2_ZARZ_K04 K2_ZARZ_K05 K2_ZARZ_K06 K2_ZARZ_K07 K2_ZARZ_K08	30	50	2	2	1.2	T/Z	Z		DN	P	S
3	W08ZZZ- SM8009P	Competences Management				2		K2_ZARZ_U03 K2_ZARZ_U04 K2_ZARZ_U06 K2_ZARZ_U07 K2_ZARZ_U22 K2_ZARZ_U23 K2_ZARZ_K01 K2_ZARZ_K03 K2_ZARZ_K04 K2_ZARZ_K05 K2_ZARZ_K06 K2_ZARZ_K07 K2_ZARZ_K08	30	50	2	2	1.2	T/Z	Z		DN	P	S
4	W08ZZZ- SM8010C	Employee Performance Appraisal		2				K2_ZARZ_U03 K2_ZARZ_U04 K2_ZARZ_U06 K2_ZARZ_U07 K2_ZARZ_U22 K2_ZARZ_U23 K2_ZARZ_K01 K2_ZARZ_K02 K2_ZARZ_K03 K2_ZARZ_K04 K2_ZARZ_K05 K2_ZARZ_K06 K2_ZARZ_K07 K2_ZARZ_K08	30	50	2	2	1.2	T/Z	Z		DN	P	S
5	W08ZZZ- SM8011G	Employee Potential Assessment (GK)	2	2				K2_ZARZ_U03 K2_ZARZ_U04 K2_ZARZ_U06 K2_ZARZ_U07 K2_ZARZ_U22 K2_ZARZ_U23 K2_ZARZ_K01 K2_ZARZ_K02 K2_ZARZ_K03 K2_ZARZ_K04 K2_ZARZ_K05 K2_ZARZ_K06 K2_ZARZ_K07 K2_ZARZ_K08	60	75	3	3	2.4	T/Z	Z		DN	P	S
6	W08ZZZ- SM8024G	Training and Development (GK)				2	2	K2_ZARZ_U03 K2_ZARZ_U04 K2_ZARZ_U06 K2_ZARZ_U07 K2_ZARZ_U22	60	75	3	3	2.4	T/Z	Z		DN	P	S

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²Traditional – enter T, remote – enter Z

³Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

⁴University-wide course /group of courses – enter O

⁵DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

⁶Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

⁷KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

									K2_ZARZ_U23 K2_ZARZ_K01 K2_ZARZ_K03 K2_ZARZ_K04 K2_ZARZ_K05 K2_ZARZ_K06 K2_ZARZ_K08											
7	W08ZZZ- SM8017S	Coaching				2			K2_ZARZ_U06 K2_ZARZ_U22 K2_ZARZ_U23 K2_ZARZ_K01 K2_ZARZ_K03 K2_ZARZ_K07	30	50	2	2	1.2	T/Z	Z		DN	P	S
8	W08ZZZ- SM8004W	Employee Motivation and Engagement	2						K2_ZARZ_W08 K2_ZARZ_W11 K2_ZARZ_W16 K2_ZARZ_W17	30	50	2	2	1.2	T/Z	Z		DN		S
9	W08ZZZ- SM8004P	Employee Motivation and Engagement				1			K2_ZARZ_U04 K2_ZARZ_U22 K2_ZARZ_U23 K2_ZARZ_K04	15	25	1	1	0.6	T/Z	Z		DN	P	S
10	W08ZZZ- SM8005W	Human Resource Analytics	2						K2_ZARZ_W13 K2_ZARZ_W16 K2_ZARZ_W17	30	50	2	2	1.2	T/Z	Z		DN		S
11	W08ZZZ- SM8005L	Human Resource Analytics			2				K2_ZARZ_U03 K2_ZARZ_U04 K2_ZARZ_U08 K2_ZARZ_U10 K2_ZARZ_U11 K2_ZARZ_U12 K2_ZARZ_U22 K2_ZARZ_U23 K2_ZARZ_K05	30	50	2	2	1.2	T/Z	Z		DN	P	S
12	W08ZZZ- SM8013W	Research methods in Human Resource Management	2						K2_ZARZ_W07 K2_ZARZ_W16 K2_ZARZ_W17	30	75	3	3	1.2	T/Z	E		DN		S
13	W08ZZZ- SM8013C	Research methods in Human Resource Management		1					K2_ZARZ_U04 K2_ZARZ_U08 K2_ZARZ_U14 K2_ZARZ_U22 K2_ZARZ_U23 K2_ZARZ_K04 K2_ZARZ_K05	15	50	2	2	0.6	T/Z	Z		DN	P	S
14	W08ZZZ- SM8013L	Research methods in Human Resource Management			1				K2_ZARZ_U04 K2_ZARZ_U08 K2_ZARZ_U14 K2_ZARZ_U22 K2_ZARZ_U23	15	50	2	2	0.6	T/Z	Z		DN	P	S
15	W08ZZZ- SM8018P	Compensation and Rewarding				2			K2_ZARZ_U03 K2_ZARZ_U04 K2_ZARZ_U06 K2_ZARZ_U07 K2_ZARZ_U22 K2_ZARZ_U23 K2_ZARZ_K04 K2_ZARZ_K05 K2_ZARZ_K06	30	50	2	2	1.2	T/Z	Z		DN	P	S
16	W08ZZZ- SM8025P	Analytical Workshop				2			K2_ZARZ_U03 K2_ZARZ_U04 K2_ZARZ_U14 K2_ZARZ_U20 K2_ZARZ_U22	30	50	2	2	1.2	T/Z	Z		DN	P	S
17	W08ZZZ- SM8003S	Creative Group Work				2			K2_ZARZ_U04 K2_ZARZ_U20 K2_ZARZ_U22 K2_ZARZ_U23 K2_ZARZ_K05 K2_ZARZ_K09	30	50	2	2	1.2	T/Z	Z		DN	P	S
18	W08ZZZ- SM8014S	Resolving Group Conflicts				2			K2_ZARZ_U02 K2_ZARZ_U04 K2_ZARZ_U20 K2_ZARZ_U22 K2_ZARZ_K04 K2_ZARZ_K08	30	50	2	2	1.2	T/Z	Z		DN	P	S

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²Traditional – enter T, remote – enter Z

³Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

⁴University-wide course /group of courses – enter O

⁵DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

⁶Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

⁷KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

19	W08ZZZ-SM8019W	Information Systems for Human Resource Management	2					K2_ZARZ_W14 K2_ZARZ_W16 K2_ZARZ_W17	30	50	2	2	1.2	T/Z	Z		DN		S
20	W08ZZZ-SM8019P	Information Systems for Human Resource Management				2		K2_ZARZ_U04 K2_ZARZ_U08 K2_ZARZ_U13 K2_ZARZ_U22 K2_ZARZ_U23 K2_ZARZ_K02 K2_ZARZ_K05	30	50	2	2	1.2	T/Z	Z		DN	P	S
Total			11	5	3	13	8		600	1050	42	42	24						

4.2.4.2 Diploma profile block (min. 21 ECTS points):

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form ² of course/gr oup of courses	Way ³ of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN ⁵ classes	BU ¹ classes			University -wide ⁴	Concerni ng scientific activities ⁵	Practical ⁶	Type ⁷
1	W08ZZZ-SM8022P	MSc Thesis I				2		K2_ZARZ_W09 K2_ZARZ_W10 K2_ZARZ_U03 K2_ZARZ_U04 K2_ZARZ_U06 K2_ZARZ_U14 K2_ZARZ_U16 K2_ZARZ_U17 K2_ZARZ_K01 K2_ZARZ_K09	30	125	5	5	2.5	T/Z	Z		DN	P	S
2	W08ZZZ-SM8028D	MSc Thesis II				2		K2_ZARZ_W06 K2_ZARZ_W09 K2_ZARZ_W10 K2_ZARZ_U03 K2_ZARZ_U04 K2_ZARZ_U06 K2_ZARZ_U14 K2_ZARZ_U16 K2_ZARZ_U17 K2_ZARZ_K01 K2_ZARZ_K07 K2_ZARZ_K09	30	400	16	16	8	T/Z	Z		DN	P	S
Total			0	0	0	4	0		60	525	21	21	10.5						

¹BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

²Traditional – enter T, remote – enter Z

³Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

⁴University-wide course /group of courses – enter O

⁵DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

⁶Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

⁷KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

4.2.4.3 Social competences I block (min. 2 ECTS points):

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form ² of course/gr oup of courses	Way ³ of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN ⁵ classes	BU ¹ classes			Universi tywide ⁴	Concerning scientific activities ⁵	Practical ⁶	Type ⁷
	ZZZ- SM2HRM01SC1	W08-HRM-ST-IIM/Block Social Competences I					2		30	50	2	2	1.2	T/Z	Z		DN	P	S
1	W08ZZZ- SM8031S	Development of Personal Potential					2	K2_ZARZ_U05 K2_ZARZ_U20 K2_ZARZ_U22 K2_ZARZ_K01 K2_ZARZ_K03 K2_ZARZ_K07 K2_ZARZ_K09	30	50	2	2	1.2	T/Z	Z		DN	P	S
2	W08ZZZ- SM8030S	Communication in Social Media					2	K2_ZARZ_U05 K2_ZARZ_U20 K2_ZARZ_U22 K2_ZARZ_K01 K2_ZARZ_K03 K2_ZARZ_K07 K2_ZARZ_K09	30	50	2	2	1.2	T/Z	Z		DN	P	S
Total			0	0	0	0	2		30	50	2	2	1.2						

4.2.4.4 Social competences II block (min. 2 ECTS points):

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form ² of course/gr oup of courses	Way ³ of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN ⁵ classes	BU ¹ classes			University -wide ⁴	Concerning scientific activities ⁵	Practical ⁶	Type ⁷
	ZZZ- SM4HRM01SC2	W08-HRM-ST-IIM/Block Social Competences II					2		30	50	2	2	1.2	T/Z	Z		DN	P	S
1	W08ZZZ- SM8036S	Personal Branding					2	K2_ZARZ_U05 K2_ZARZ_U20 K2_ZARZ_U22 K2_ZARZ_K01 K2_ZARZ_K05 K2_ZARZ_K08	30	50	2	2	1.2	T/Z	Z		DN	P	S
2	W08ZZZ- SM8037S	Public Speaking					2	K2_ZARZ_U05 K2_ZARZ_U20 K2_ZARZ_U22 K2_ZARZ_K01 K2_ZARZ_K05 K2_ZARZ_K08	30	50	2	2	1.2	T/Z	Z		DN	P	S
Total			0	0	0	0	2		30	50	2	2	1.2						

¹BU – number of ECTS points assigned to hours of classes requiring direct participation of academic teachers and other persons conducting classes

²Traditional – enter T, remote – enter Z

³Exam – enter E, crediting – enter Z. For the group of courses – after the letter E or Z - enter in brackets the final course form (lec, cl, lab, pr, sem)

⁴University-wide course /group of courses – enter O

⁵DN - number of ECTS points assigned to the classes related to the University's academic activity in the discipline/disciplines to which the main field of study is assigned

⁶Practical course / group of courses – enter P. For the group of courses – in brackets enter the number of ECTS points assigned to practical courses

⁷KO – general education courses, PD – basic sciences courses, K – main field of study courses, S – specialization courses

4.2.4.5 Human Resources Management block (min. 3 ECTS points):

No.	Course/ group of courses code	Name of course/group of courses (denote group of courses with symbol GK)	Weekly number of hours					Learning effect symbol	Number of hours		Number of ECTS points			Form ² of course/gr oup of courses	Way ³ of crediting	Course/group of courses			
			lec	cl	lab	pr	sem		ZZU	CNPS	Total	DN ⁵ classes	BU ¹ classes			University -wide ⁴	Concerning scientific activities ⁵	Practical ⁶	Type ⁷
	ZZZ- SM3HRM01HRM	W08-HRM-ST-IIM/Block Human Resource Management					2		30	75	3	3	1.2	T/Z	Z		DN	P	S
1	W08ZZZ- SM8033S	Diversity Management					2	K2_ZARZ_U20 K2_ZARZ_U22 K2_ZARZ_U23 K2_ZARZ_K01 K2_ZARZ_K03 K2_ZARZ_K09	30	75	3	3	1.2	T/Z	Z		DN	P	S
2	W08ZZZ- SM8032S	Developing Cultural Competences					2	K2_ZARZ_U20 K2_ZARZ_U22 K2_ZARZ_U23 K2_ZARZ_K01 K2_ZARZ_K03 K2_ZARZ_K09	30	75	3	3	1.2	T/Z	Z		DN	P	S
Total			0	0	0	0	2		30	75	3	3	1.2						

Altogether for specialization blocks:

Total number of hours					Total number of ZZU hours	Total number of CNPS hours	Total number of ECTS points	Total number of ECTS points for DN classes ⁵	Number of ECTS points for BU classes ¹
lec	cl	lab	pr	sem					
11	5	3	17	14	750	1750	70	70	36,9

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4.3 Training block - concerning principles of training crediting – attachment no. ...

Opinion of the Advisory Faculty Council concerning the rules of crediting training block

Name of training			
Number of ECTS points	Number of ECTS points for BU ¹ classes	Training crediting mode	Code
Training duration		Training objective	

4.4 „Diploma dissertation” block (*if it is foreseen at first level studies*)

Type of diploma dissertation	Licencjat / inżynier / magister / magister inżynier*	
Number of diploma dissertation semesters	Number of ECTS points	Code
3	2	W08ZZZ-SM8015S Seminar I W08ZZZ-SM8023S Seminar II W08ZZZ-SM8022P MSc Thesis I W08ZZZ-SM8028D MSc Thesis II
	2	
	5	
	16	
Character of diploma dissertation		
Literature survey, project, computer program, etc.		
Number of BU ¹ ECTS points	11,7	

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5. Ways of verifying assumed learning outcomes

Type of classes	Ways of verifying assumed learning outcomes
lecture	e.g. examination, progress/final test
class	e.g. progress/final test
laboratory	e.g. pretest, report from laboratory
project	e.g. project defence
seminar	e.g. participation in discussion, topic presentation, essay
diploma dissertation	prepared diploma dissertation

6. Range of diploma examination

1. Explain and support with examples the evolution of the management concepts.
2. What is the importance of the fourth industrial revolution? What are the key impacts?
3. Cost accounting in financial planning.
4. Explain who the stakeholders are in the concept of CSR.
5. Discuss the process of job analysis and job descriptions- methodology and stages.
6. Discuss the steps, methods and tools used for people resourcing (recruitment and selection).
7. Make a comparative analysis of personnel philosophies and the resulting HR policy models in relation to recruitment, professional development, remuneration and employee periodic assessment.
8. Discuss the task structure and content of the HR management process.
9. Discuss selected three trends in HRM - the concept and application in the organization (virtualization of HRM, audit and controlling, candidate, employee experience and wellbeing, evidence based approach).
10. Discuss the framework and strategies for International HRM.
11. Discuss the process of integrating HRM strategies with general organizational strategies based on the company's strategy.
12. Describe the principles and methods of creating competency profiles.
13. Describe standard methods of competency assessment.

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14. List and discuss the basic principles of shaping the periodic employee evaluation system.
15. Make a comparative analysis of the concepts and methods of employee evaluation consistent with the human capital approach.
16. Discuss the essence of the assessment center technique and the assessment tools used.
17. Discuss selected three methods to evaluate employee potential within development center method.
18. Characterize organizational strategies and tools of culture management.
19. Discuss two methods of evaluating a training program.
20. Discuss different types of training programs.
21. Compare one-way and two-way contract of coaching. Discuss the assignment and the coaching process itself.
22. Discuss the coaching style of management. Discuss the coaching methods used in the manager's work.
23. Discuss the concepts of motivation and engagement at work.
24. Discuss the types of remuneration systems according to the type of variable part and the principles of designing bonus systems in the practice of enterprises.
25. What is the innovation of the remuneration system? Provide innovative ways of rewarding the employees.
26. Discuss the methods and techniques as well as analytical tools used in the area of employer branding.
27. Discuss the essence and basic areas of internal and external employer branding.
28. List and characterize key performance indicators (HR KPIs) for selected 3 HR areas: recruitment, development, administration and HR service, onboarding processes, rewarding and motivating, performance appraisal, turnover.
29. List and discuss the principles of creating an effective message.
30. Describe how the credibility of the message sender should be built. Give examples from different types of organizations.
31. Characterize the personality and social determinants of creativity.
32. Discuss factors supporting and blocking processes creativity in the group. List techniques for creative problem solving.
33. Give an example and discuss the strategy of a successful company in the creative industries.
34. Define the concept of conflict, list the sources and types of conflicts in the organization and methods of solving them.
35. Describe the intra- and intergroup consequences of the conflict.
36. Characterize the essence of leadership in the organization.
37. List and discuss selected leadership concepts and styles.
38. Compare the transactional and transformational styles in leadership. In which situations does one or the other have an advantage?
39. List the origin of power in modern organizations.
40. List and describe the most important factors affecting the effectiveness of teams.

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41. Characterize the concept of a personal brand and discuss examples of tools for building it.
42. Describe social influence phenomena. Discuss types and rules of it.
43. Explain the mechanism of social categorization on the example of the stereotypes associated with the jobs.
44. Define the phenomenon of self-presentation. List its categories and describe one.
45. List and describe the individual, organizational and social functions of human work.
46. Explain the personality of people influence their organizational and professional behavior.
47. Decision Analytics and Modelling.
48. Characterize predictive analytics based on Machine Learning.
49. Applications of quantitative data analysis methods in risk analysis for team projects. Examples of application.
50. Describe analysis of dependence for qualitative and quantitative variables and applications in risk analysis.
51. Give examples of applications linear optimization in risk analysis.
52. Describe the general concept of the econometric forecasting model.
53. HRM metrics - measurement methodology.
54. Characterize statistical analysis methods to verify the HRM metrics.
55. Characterize tools and techniques related to integrated management systems.
56. Characterize information systems to support human resource management decision making.

7. Requirements concerning deadlines for crediting courses/groups of courses for all courses in particular blocks

No.	Course / group of courses code	Name of course / group of courses	Crediting by deadline of.. (number of semester)
	W08ZZZ-SM8006W	Human Resource Management	1
	W08ZZZ-SM8007W W08ZZZ-SM8007C W08ZZZ-SM8007L	Risk Analysis in the realization of organizational projects	1
	W08ZZZ-SM8012W W08ZZZ-SM8012C	Knowledge Economy	2

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W08ZZZ-SM8013W W08ZZZ-SM8013C W08ZZZ-SM8013L	<i>Research Methods in Human Resource Management</i>	2
W08ZZZ-SM8021W W08ZZZ-SM8021C W08ZZZ-SM8021L	<i>Managerial Accounting</i>	3
W08ZZZ-SM8020W W08ZZZ-SM8020C	<i>Leadership in the Organization</i>	3
W08ZZZ-SM8029W W08ZZZ-SM8029C	<i>Performance Management in Human Resource Management</i>	4

8. Plan of studies (attachment no. 3)

Approved by faculty student government legislative body:

.....
Date name and surname, signature of student representative

.....
Date Dean's signature

*delete as appropriate

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