**Formularz opisu przedmiotu (formularz sylabusa) – dotyczy studiów I i II stopnia**

**A. Informacje ogólne**

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| **Nazwa pola** |  |
| Course title | **Management of human resources in comparative and international perspective.** |
| Faculty/Institute | Faculty of Management, Department of National Economy |
| Programme for which the course is offered  | Faculty of Management |
| Course ID | xxx |
| Erasmus code | **04000** |
| Course group | xxx |
| Didactic cycle | Summer semester 2023/2024 |
| Type/form of class | Seminar/conversatory |
| Brief course description | Considerations will be made regarding new and latest trends in human resources management on international markets. First, the concepts relating to the conditions defining human resources management will be explained, and then those relating to the behavioral characteristics of humans. The relationship between culture and the socio-economic development of countries/regions and its modifying impact on the labor market will be emphasized.Then, examples of contemporary trends will be presented; from older like ex. generations and their work styles to examples of people management during the Covid-19 pandemic and AI in management - in a comparative approach "Poland and the rest of the world". |
| Full course description | 1. The relational understanding of the term contemporary will be defined. Then the concepts of trend and time, i.e. the role of the history of the organization, globalization of the labor market, global workforce;2. Cultural conditions in work organization, new technologies; organizational cultures preferred in various countries around the world;3. The concepts of social and emotional intelligence, charisma and talent will be introduced; global talent search on international labor markets;4. Meritocracy;In addition, selected new trends will be discussed in detail, including regional and industry diversity of new trends (student teamwork and lecturer mentoring).5. Work-life balance, mental health, good CSR practices;6. Young workers on the labor market; work in a multicultural environment;7. Artificial intelligence and competence matching in the labor market;8. New trends (preferred styles of managing people).Actions - provocations9. What aspects of work did David Graeber show in Bullshit job?10. Multicultural corporations in the latest literature;11. Human resources in countries around the world. Similar or different? Competition, compilation.Students will use scientific articles by authors from various cultural circles in their contribution studies (for assessment). |
| Prerquisites | Formal prerquisites |  |
| other prerquisites | Openness to multicultural issues, ability to conduct an analysis. We will learn syntheses in the class. |
| Learning outcomes | Student after completing the course:In terms of knowledge:– explains without problems the basic concepts of human resources, labor market, globalization, global workforce, culture in organizations and intercultural relations in organizations;- recognizes process phenomena and is able to describe them in the form of trends;- recognizes new phenomena in the field of human resources management and is able to demonstrate the factors that led to these changes in an international context;In terms of skills:– inquisitively analyzes ongoing changes (using examples) in the field of human resources management;- is able to determine which of the noticed new processes on the labor market may be temporary and which may be permanent;- is able to assess which of the observed trends are favorable and which are not, from the point of view of the employee/employer/state;- is able to present his knowledge in a coherent way.In terms of attitudes:- is an intelligent observer in the international business environment;- is able to cooperate with other participants (regardless of gender, age and ethnicity) to achieve a common goal;- shows initiative. |
| ECTS credits | 2 ECTS |
| Assessment methods and criteria | Participation in classes 50% (10 points). Completing work on a given topic in a team and presenting it to the other students for discussion - 50% (10 points). To pass (satisfactory grade), it is enough to obtain 70% (14 points).Work progress is constantly visible throughout the semester on the Padlet platform (closed). |
| Type of examination | Assessment criteria based on completed tasks delivered orally and posted in written/graphic form on the dedicated Padlet platform:1. group work (PPT presentation - oral presentation) (50%)2. attendance at classes (50%).Additionally possible (+ 10%) for activity during classes. |
| Type of course | Elective, seminar/conversatory2nd cycle, year 2 (semester 3)Full time |
| Mode of delivery | Online (via Zoom + Padlet) |
| Language of instruction | English |
| Bibliography  | Throughout the duration of classes, literature is constantly updated on the dedicated Padlet platform, constantly available (all items) to students.**Required literature:**Harzing A-W., Pinnington A., 2014, International Human Resource Management, SAGE, https://books.google.pl/books?id=9eTSAwAAQBAJ&hl=pl&source=gbs\_navlinks\_s**Selected supplementary literature (available in course materials):**Abad H.Y., Saleh R.M., 2023, The role of management information systems in improving international human resources management practices in multinational companies: An analytical study, *International Journal for Humanities and Social Sciences* (IJHS), 1 (1), https://doi.org/10.5281/zenodo.8079751Chen A.Sh., Nguyen T.K., Yang H-W., Lin Y-H., 2023, The effect of job autonomy on the indirect relationships among expatriates’ cultural intelligence, psychological availability, and work outcomes, *Current Psychology*, https://doi.org/10.1007/s12144-023-05079-xEdens O., 2023, HR Trends for 2024: Analyzing the Future of Human Resource Management, https://www.selecthub.com/hris/hr-trends/Furusawa, M., Brewster, C. and Takashina, T., 2016, Normative and systems integration in human resource management in Japanese multinational companies. Multinational *Business Review*, 24 (2). pp. 82-105, <https://doi.org/10.1108/MBR-03-2015-0011>. Available at <https://centaur.reading.ac.uk/65590/>Poór J., 2019, Multinationals and the evolving contours of their human management practices in Central and Eastern Europe and the former Soviet Union, Employee Relations: *The International Journal*, 42(3), pp. 582-608, https://doi.org/10.1108/ER-01-2019-0082Purgał-Popiela, 2018, Global Talent Management: Current State of Research and Trends, *HRM(ZZL*), 6(125), pp.13-28.Rahaman, A., 2023, Understanding the dynamics: a systematic literature review of generation Y's perceptions of HRM practices and their impact on turnover intentions. *Global Mainstream Journal of Business, Economics, Development & Project Management.*Totah Z., 2021, HR Trends in 2021: Future of Human Resource Management, <https://www.selecthub.com/hris/hr-trends/>Yiylusif, H., 2023, The role of management information systems in improving international human resources management practices in multinational companies: An analytical study. *Zenodo (CERN European Organization for Nuclear Research).*Yousfi H., 2010, Enterprising culture or culturising entrepreneurship? How local re-interpretation of American management techniques reveals the socio-cultural context of enterprising: the Tunisian case of Poulina, Conference paper, <https://basepub.dauphine.psl.eu//bitstream/handle/123456789/9904/Yousfi%20Univ%20Syracuse%20papier.pdf?sequence=1&isAllowed=y> |
| Work placement(s) | n.d. |
| Course coordinator | Dr hab. Katarzyna Dziewanowska |
| Academic teachers  | Izabella Łęcka dr hab. Prof UW |
| Remarks |  |

**B. Informacje szczegółowe**

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| **Nazwa pola** |  |
| Name of the academic teacher | **Izabella Łęcka** |
| Academic degree | **Dr hab. Prof. UW** |
| Form of the class | Elective, seminar/conversatory |
| Learning outcomes | Student after completing the course:In terms of knowledge:– explains without problems the basic concepts of human resources, labor market, globalization, global workforce, culture in organizations and intercultural relations in organizations;- recognizes process phenomena and is able to describe them in the form of trends;- recognizes new phenomena in the field of human resources management and is able to demonstrate the factors that led to these changes in an international context;In terms of skills:– inquisitively analyzes ongoing changes (using examples) in the field of human resources management;- is able to determine which of the noticed new processes on the labor market may be temporary and which may be permanent;- is able to assess which of the observed trends are favorable and which are not, from the point of view of the employee/employer/state;- is able to present his knowledge in a coherent way.In terms of attitudes:- is an intelligent observer in the international business environment;- is able to cooperate with other participants (regardless of gender, age and ethnicity) to achieve a common goal;- shows initiative. |
| Assessment methods and criteria for this course | Participation in classes 50% (10 points). Completing work on a given topic in a team and presenting it to the other students for discussion - 50% (10 points). To pass (satisfactory grade), it is enough to obtain 70% (14 points).Work progress is constantly visible throughout the semester on the Padlet platform (closed). |
| Type of examination  | Assessment criteria based on completed tasks delivered orally and posted in written/graphic form on the dedicated Padlet platform:1. group work (PPT presentation - oral presentation) (50%)2. attendance at classes (50%).Additionally possible (+ 10%) for activity during classes. |
| A list of topics | 1. The relational understanding of the term contemporary will be defined. Then the concepts of trend and time, i.e. the role of the history of the organization, globalization of the labor market, global workforce;2. Cultural conditions in work organization, new technologies; organizational cultures preferred in various countries around the world;3. The concepts of social and emotional intelligence, charisma and talent will be introduced; global talent search on international labor markets;4. Meritocracy;In addition, selected new trends will be discussed in detail, including regional and industry diversity of new trends (student teamwork and lecturer mentoring).5. Work-life balance, mental health, good CSR practices;6. Young workers on the labor market; work in a multicultural environment;7. Artificial intelligence and competence matching in the labor market;8. New trends (preferred styles of managing people).Actions - provocations9. What aspects of work did David Graeber show in Bullshit job?10. Multicultural corporations in the latest literature;11. Human resources in countries around the world. Similar or different? Competition, compilation.Students will use scientific articles by authors from various cultural circles in their contribution studies (for assessment). |
| Learning activities and teachingmethods | Lecture, teamwork, mentoring, public presentation, work on an electronic billboard (padlet). |
| Bibliography | Throughout the duration of classes, literature is constantly updated on the dedicated Padlet platform, constantly available (all items) to students.**Required literature:**Harzing A-W., Pinnington A., 2014, International Human Resource Management, SAGE, https://books.google.pl/books?id=9eTSAwAAQBAJ&hl=pl&source=gbs\_navlinks\_s**Selected supplementary literature (available in course materials):**Abad H.Y., Saleh R.M., 2023, The role of management information systems in improving international human resources management practices in multinational companies: An analytical study, *International Journal for Humanities and Social Sciences* (IJHS), 1 (1), https://doi.org/10.5281/zenodo.8079751Chen A.Sh., Nguyen T.K., Yang H-W., Lin Y-H., 2023, The effect of job autonomy on the indirect relationships among expatriates’ cultural intelligence, psychological availability, and work outcomes, *Current Psychology*, https://doi.org/10.1007/s12144-023-05079-xEdens O., 2023, HR Trends for 2024: Analyzing the Future of Human Resource Management, https://www.selecthub.com/hris/hr-trends/Furusawa, M., Brewster, C. and Takashina, T., 2016, Normative and systems integration in human resource management in Japanese multinational companies. Multinational *Business Review*, 24 (2). pp. 82-105, <https://doi.org/10.1108/MBR-03-2015-0011>. Available at <https://centaur.reading.ac.uk/65590/>Poór J., 2019, Multinationals and the evolving contours of their human management practices in Central and Eastern Europe and the former Soviet Union, Employee Relations: *The International Journal*, 42(3), pp. 582-608, https://doi.org/10.1108/ER-01-2019-0082Purgał-Popiela, 2018, Global Talent Management: Current State of Research and Trends, *HRM(ZZL*), 6(125), pp.13-28.Rahaman, A., 2023, Understanding the dynamics: a systematic literature review of generation Y's perceptions of HRM practices and their impact on turnover intentions. *Global Mainstream Journal of Business, Economics, Development & Project Management.*Totah Z., 2021, HR Trends in 2021: Future of Human Resource Management, <https://www.selecthub.com/hris/hr-trends/>Yiylusif, H., 2023, The role of management information systems in improving international human resources management practices in multinational companies: An analytical study. *Zenodo (CERN European Organization for Nuclear Research).*Yousfi H., 2010, Enterprising culture or culturising entrepreneurship? How local re-interpretation of American management techniques reveals the socio-cultural context of enterprising: the Tunisian case of Poulina, Conference paper, <https://basepub.dauphine.psl.eu//bitstream/handle/123456789/9904/Yousfi%20Univ%20Syracuse%20papier.pdf?sequence=1&isAllowed=y> |
| Limit of places available | 50 |
| Time  | 7 Fridays 11:30-13:00 08, 15, 22.03 oraz 05, 12. 19, 26.04.24 |
| Place | On-line |