

**Subject card**

Subject name and code	HRM Global Trends, PG_00178453						
Field of study	Management						
Date of commencement of studies	October 2026	Academic year of realisation of subject			2028/2029		
Education level	Bachelor's studies	Subject group			Optional subject group Subject group related to scientific research in the field of study		
Mode of study	part-time studies	Mode of delivery			at the university		
Year of study	3	Language of instruction			Polish		
Semester of study	6	ECTS credits			7.0		
Learning profile	academic	Assessment form			exam		
Conducting unit	Department of Organisational Behaviour -> Faculty of Management -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		dr hab. Tomasz Kawka				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	16.0	16.0	8.0	0.0	0.0	40
	E-learning hours included: 0.0						
Learning activity and number of study hours	Learning activity	Participation in didactic classes included in study plan		Participation in consultation hours		Self-study	SUM
	Number of study hours	40		2.0		133.0	175
Subject objectives	The aim of the course is to familiarize students with the key, contemporary and developing directions of development of human resources management in a global perspective, with particular emphasis on the impact of technological, demographic and cultural changes on HRM practices in organizations operating in an international environment.						
Learning outcomes	Course outcome		Subject outcome		Method of verification		
	[ZARZL3_U02] The student can identify problems related to the organization's functioning, its processes, and its relations with the environment and propose adequate solutions.		The student recognizes problems related to the global impact of HRM models and can propose adequate solutions adapted to the specific nature of the organization and its international environment.		[SU2] presentation/project/paper/report		
	[ZARZL3_W04] To an advanced degree, the student knows and understands a person's role, place, and behaviour in an organization, both in individual, group, and organizational dimensions.		The student distinguishes and evaluates global conditions that influence the role of humans and their competencies within an organization, against the backdrop of cultural and technological trends.		[SW4] test/exam - oral or written		
	[ZARZL3_U12] The student can utilize IT tools to enhance management-related professional tasks.		The student develops techniques of information technologies and digital HRM tools to support human resource management processes in the context of global trends		[SU2] presentation/project/paper/report		

Subject contents	1. Contemporary concept and understanding of work and contemporary HR trends and its evolution against the background of changes in the new economy 2. The concept and role of the precariat as a form of contemporary work environment relations 3. Organizational pathologies: Stress in the workplace, burnout, mobbing in the workplace. Culture of silence 4. EXM: Employee experience management 5. Ethics and social responsibility in global HR. CSR, DEI and ethical aspects of employment on an international scale 6. Forecasts and megatrends (gig economy, demography, generational change) 7. Online training / Upskilling / Reskilling - new professions of the future 8. Building mental resilience and programs to strengthen employee mental resilience (EPA) 9. The role of contemporary ergonomics in managing the work environment - Idea Activity Based Workplace (ABW) 10. Designing the workplace space (Hot Desking) 11. The Turquoise Organization 12. Digitization of HR decisions: Remote work model AI in HR HR cloud management Virtual onboarding		
Prerequisites and co-requisites	Students should know the basic concepts and theories of the human resources management model and the role of intellectual capital in an organization.		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	written exam	51.0%	50.0%
	written project and its presentation	51.0%	50.0%
Recommended reading	Basic literature	Parry, E. Stavrou, E. Lazarova M, Global Trends in Human Resource Management, Springer, 2013. Juchnowicz M., Zarządzanie kapitałem ludzkim. Procesy, narzędzia, aplikacje, PWE Warszawa 2019. Mańkowska B., Superwizja. Jak chronić się przed wypaleniem zawodowym i utratą zdrowia, Wolters Kluwer Polska, Warszawa 2020. Marciniak J., Mobbing, dyskryminacja, molestowanie - przeciwdziałanie w praktyce, Wolters Kluwer Polska, Warszawa 2020. Turska E., Praca i kariera na globalnym rynku. Wyzwania i zagrożenia, Wolters Kluwer Polska, Warszawa 2020. M. Gojtowska, Onboarding pracowników. Aby początek nie był końcem, OLX Praca, 2023.	
	Supplementary literature	Litzke S.M., Schuh H., Stres, mobbing i wypalenie zawodowe, GWP, Gdańsk, 2007. Guy Standing, Perkariat. Nowa niebezpieczna klasa, WN PWN, Warszawa, 2014. Śledziwska K. Włoch R., Gospodarka cyfrowa, Wyd. UW, Warszawa, 2020. Laloux C., Pracować inaczej, Studio Emka, Warszawa 2015. McAfee, A. Firma 2.0 sukces dzięki nowym narzędziom internetowym, Oficyna a Wolters Kluwer business, Warszawa 2011.	
	eResources addresses		
Example issues/ example questions/ tasks being completed	1. What are the advantages and disadvantages of management globalization 2. What is the concept of the new economy and how does it relate to the HRM model 3. What are the methods of introducing work within cloud management 4. Opportunities and threats of AI in HRM		
Work placement	Not applicable		

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