



DESCRIPTION

People are the most important resource of every organisation. Machines and technology can be purchased or copied, but without knowledgeable and skilled people they would be of little value. Contemporary competition is competition between teams of people, and HRM is a modern technology of such teams. This soft technology allows us to multiply the intellectual capital of individuals into organisation's HRM-capital.

The HRM specialisation allows you to acquire knowledge and develop practical skills in the field of modern methods and techniques of strategic and operational human resource management in various types of organisations, as well as in smaller teams created within the organisation. It also allows the development of knowledge and skills in the field of leadership and team-building. Everything is embedded in the contemporary theory of management, economy and finance. Students also have the opportunity to acquire the ability to use IT tools supporting management processes in the field of human resource management.

Attention will be focused on understanding the business and skilful use of adequate techniques and management tools. Students will also learn the skills to research economic and financial phenomena and processes in a dynamically changing environment. As part of the HRM specialisation, students have the opportunity to acquire practical skills in the use of IT tools and appropriate analysis of the data available for them in order to support processes in the field of human resource management.

ABOUT STUDIES

- » **Duration:** 4 semesters
- » **Mode of study:** Full time
- » **Language of instruction:** English
- » **Start date:** 1st October 2021
- » **Programme coordinator:**
A/Prof. Agnieszka Bieńkowska
- » **Contact person:**
Dr Kamila Ludwikowska
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? **Questions?** Please contact the Admission Officers e-mail: admission@pwr.edu.pl,
phone: +48 71 320 37 11, +48 71 320 31 70, +48 71 320 37 19, +48 71 320 44 39

JOB PROSPECTS

By completing the 2nd degree of HRM specialisation, the graduate will be prepared in terms of the knowledge and competences to work as a leader of various types of teams, in various organisations (from international corporations to startups), as well as a human resource specialist. The main goal of this educational path is to prepare engineers of various specialties (IT, mechanics, electronics and telecommunications, chemistry, construction and other technical fields) to work and lead teams in companies of these specialties. Graduates of this specialisation will have the knowledge and experience acquired during workshops and practical classes on the functioning of groups and their dynamics. In addition, they will be able to use human resource management tools to achieve optimal results of their teams: in terms of both business and project goals, high efficiency and group effectiveness, but also the optimal level of group members' wellbeing.

ENTRY INFORMATION

Requirements: Bachelor's Degree or Bachelor of Engineering Degree. Each application is assessed individually on its merits. If in doubt, please contact an Admission Officer: admission@pwr.edu.pl

- » **Deadline for application:**
Non-EU/EFTA students see:
www.admission.pwr.edu.pl
EU/EFTA students see:
www.rekrutacja.pwr.edu.pl
- » **English:** Equivalent of minimum TOEFL IBT – 87 points or 6.5 points IELTS. List of accepted language certificates can be checked online.
- » **Tuition fee:**
Non-EU/EFTA students: **2000 EUR** per semester
EU/EFTA students: **no tuition fee**
- » **Application fee:**
Non-EU/EFTA students see:
www.admission.pwr.edu.pl
EU/EFTA students see:
www.rekrutacja.pwr.edu.pl

CONTENT

Forms of teaching: lectures, laboratories, tutorials, projects, seminars, research.

1ST GROUP OF COURSES:

modern concepts of human resource management in the field of selection, assessment and remuneration of personnel using the competency approach; management of the development and potential of employees, as well as their motivation and engagement; modern trends in the human resource area (strategic and international HRM, evidence-based approach, diversity management, and employer branding).

2ND GROUP OF COURSES:

a set of socio-managerial competences that are essential in working with and managing people, including: communication, public speaking and work on one's own image, working in a group and understanding group dynamics, social intelligence and the ability to predict and evaluate the behaviour of other people, leadership competences, including motivating, coordinating the work of a group and strategic thinking. The development of those competences is based on the 'learning by doing' approach, and in practice it assumes the workshop nature of classes. In this part of education, students develop specific skills, work in small groups on problems and projects, take part in simulations of situations and group processes. Competence workshops will also address cultural diversity, critical thinking and the global aspect of business.

3RD GROUP OF COURSES:

general study courses that systematise and develop knowledge in the field of modern management methods and concepts, as well as economy and finance.

IMPORTANT!

While studying the HRM specialisation, students have the opportunity to work both individually and in a team. The practical forms of classes (i.e. projects, laboratories or workshops) cover over 50% of ECTS credits. Methods such as case study and problem-based learning are used. Moreover, students have the opportunity to build specific tools supporting HR processes. Individual or group research projects are carried out to solve specific problems in the field of HRM.

IMPORTANT!

Some classes are conducted remotely. The set of competences that students will acquire applies to both personal competences (managing own resources, including: time management, critical thinking, communication, public speaking, managing one's own image, coping with stress), as well as leadership competences (motivating others, group coordination, team building, strategic thinking, decision making). At the end of the studies, students are obliged to prepare an MSc dissertation and pass a final (diploma) exam. The knowledge and skills obtained during their studies give them the possibility to work as a manager or independent specialist in the field of human resource management of companies and public sector institutions. The obtained knowledge and skills also provide a good basis for successfully running one's own business activities or advancing further to third degree study (Ph.D., doctoral study) in the area of management sciences.

