



UNIWERSYTET
MIKOŁAJA KOPERNIKA
W TORUNIU

Wydział Nauk Ekonomicznych
i Zarządzania

Human Resource Management

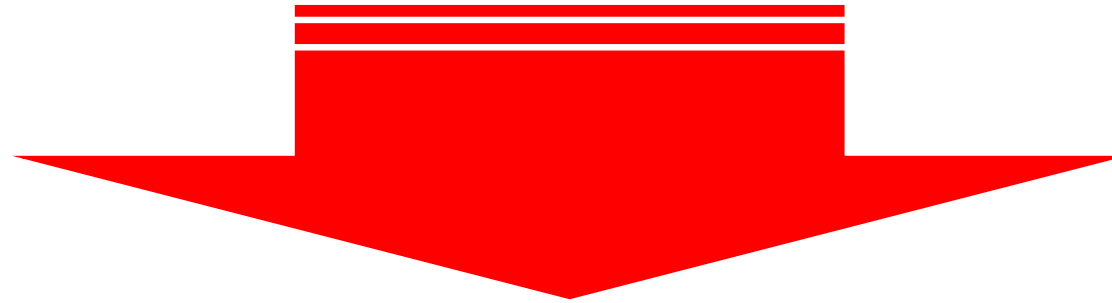


Outline of the presentation

1. Why is it worth to study HR?
2. Future work for you
3. Our programme:
 - what we teach
 - how we teach
4. Who is this course for?
5. Our staff
6. Conclusions and your questions



Why is it worth to study Human Resource Management?



Companies are looking for HR specialists and managers with strong HR skills as **it has become much more difficult to manage employees**



- Unemployment rate in Poland is at a record low level (4,5% in March 2018) – one of the lowest levels in the EU. More and more companies face **labour shortages**. They find it hard to **recruit** employees with the right skills, to **retain** them and **motivate** them
- Companies need to compete to attract the best candidates by offering higher wages. **Wages in Poland are growing rapidly** - approx. 8% annually (April 2018). Higher wages force companies and managers to seek **improvements in employees' productivity through the best HR practices**
- **These trends will continue for the years and decades to come** (they are the result of long-term demographic changes)



HR specialists and managers with strong HR skills are in demand



New challenges in company management

- How to **attract the best candidates**?
- How to **convince the best talents to work for us**, not for our competitors?
- How to **retain our key employees** within our company when they get better job offers from other companies?
- How to **motivate employees to hard work** when they are aware that they can get another job easily?



Many companies do find it hard to recruit, motivate, and in general to effectively manage people

There is strong demand for

- **HR specialists**
- **HR competences of managers, especially line managers**
- **HR training**
- **consultancy in the area of HR**
- **recruitment services**

Where you can work after the studies

HUMAN RESOURCE MANAGEMENT



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HR departments of the companies

- training and employee development specialist
- recruitment specialist
- remuneration specialist
- payroll officer
- labour market analyst
- personnel planning analyst

Consulting companies, Recruiting companies, Head-hunters

- HR analyst
- recruiter
- HR consultant

Career centers, Job centers, Public employment offices

- career advisor
- labour market analyst

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Training companies

- coach
- business trainer

BPO and SSC companies

- HR specialist
- project manager

executives

directors

project managers

line managers

supervisors

in any company



We develop your

knowledge

- you gain **specialist management knowledge** with a strong HR focus
- you learn how to **recruit, motivate, train and develop employees and how to set goals and assess employees' performance**
- you learn how to use **HR software**: SPSS, Symfonia, SAP
- you learn how to analyse the **labour market**
- you learn **employment law**
- you learn how to **manage HR projects**



interpersonal skills

- you learn how to **communicate effectively**
- you learn **negotiation and conflict solving skills**
- you acquire **psychological knowledge** and you are able to explain and understand others' behaviour
- you learn how to **influence others' behaviour**
- you will learn how to deal with **every day tasks of a manager**

You will learn

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- Courses are based on practical examples
- We teach skills that are in demand by employers
www.pracuj.pl
(8.05.2018)



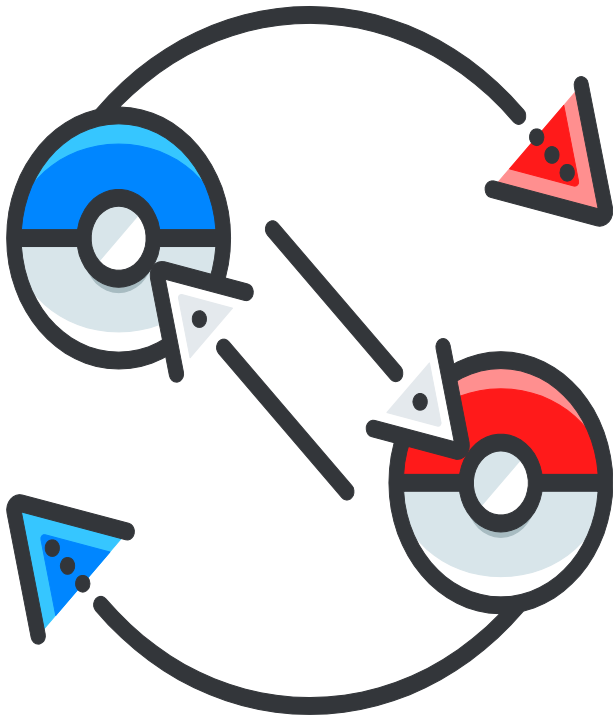
*„Tell me, and I will forget. Show me,
and I may remember.*

Involve me, and I will understand.”

- Confucius 450BC



Learning by doing



We use activity-based learning methods

- interpersonal skills development workshops
- computer-based learning
- case studies
- simulation-based learning, role play, discussions
- interactive lectures

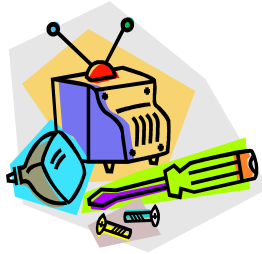
Is our programme for you?

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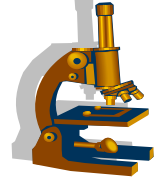


REALISTIC

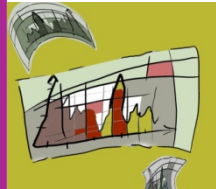
good skills in working
with tools, mechanical
drawings, machines or
animals

INVESTIGATIVE

good skills at
understanding and solving
science and math
problems



Labour market analyst
HR analyst



CONVENTIONAL

good at working with written
records and numbers in a
systematic, orderly way

good artistic abilities - in
creative writing, drama, crafts,
music, or art

ARTISTIC



Payroll officer
HR administrator

good at leading people
and selling things or
ideas

good skills at teaching,
counseling, nursing, or
giving information

SOCIAL



ENTERPRISING

Manager
HR manager
Project manager
Entrepreneur

Business trainer
Coach, HR consultant
career advisor





**The programme is coordinated by
Human Resource Management Department
Katedra Gospodarowania Zasobami Pracy**

- **Quality research and consulting** of the Department staff ensures **professional level of teaching** (experts in research projects commissioned by the Ministry of Labour and Social Policy, Ministry of Investment and Development and also members of a team responsible for the project „**HR Excellence in Research**” undertaken by the Nicolaus Copernicus University)
- You can choose from a **wide range of Master’s Thesis subjects** as research areas of our staff range from labour market to human resource management





HRM SPECIALISATION ACADEMIC STAFF

Professor Zenon Wiśniewski Head of the HRM Department

Professor Wiśniewski's research include employment, labour market policy and human resource management. He has published over 200 scientific books and articles of which over 50 were released abroad, among others in the United States, Germany, the United Kingdom, Austria and the Netherlands. He worked as a visiting professor at the University of Munich.

Professor Wiśniewski is an active member of the European Economic Association (EEA), the European Association of Labour Economists (EALE) and Societas Humboldtiana Polonorum. He was twice elected Vice-chairman of the Committee on Labour and Social Policy Sciences of the Polish Academy of Sciences and Labour Market Council of the Kujawsko-Pomorskie Province.

Subject: **Master's Diploma Seminar**



HRM SPECIALISATION ACADEMIC STAFF



Professor Aldona Glińska-Neweś

Her research and teaching interests are focused on organisational behaviour, organisational culture change, cultural context of the knowledge management in companies and the social capital in an organisation.

Subject: **Intercultural Human Resource Management**

Professor Kamil Zawadzki

Ph.D. in economics. His research and teaching interests are focused on labour market policy, employment, wages, human resource development, cultural & creative industries.

Subjects: **Human resource recruitment and development;
Cultural and Creative Industries (general university lecture)**





Adam Czajkowski

Lecturer in Business English, special interest in commercial negotiations, sworn translator of the English language

Subject: **Negotiation skills for personnel manager.**

Agnieszka Furmańska-Maruszak, Ph.D.

Ph.D. in economics. Her research and teaching interests embrace labour market, social insurance system, labour costs, human resource management, wages and motivation in an organisation.

Subject: **HRM workshops: labour costs analysis**





HRM SPECIALISATION ACADEMIC STAFF

Aranka Ignasiak-Szulc, Ph.D.

Ph.D. in economics, MA in law. Her research is focused on regional development and entrepreneurship policy in the Central and Eastern European Countries.

Subject: **Labour law**

Monika Maksim, Ph.D.

Ph.D. in economics. She carries out research on labour market and effectiveness of active labour market policy. She is also interested in human capital in an organisation and competence development.



Subject: **Performance Appraisal; Employment and Labour Market Policies**



HRM SPECIALISATION ACADEMIC STAFF



Jarosław Oczki, Ph.D.

Ph.D. in economics. His research and teaching interests embrace: structural changes in the Polish labour market and earnings inequities in Poland and in the EU.

Subjects: Reward systems and motivation; HRM workshops: career management.

Agnieszka Szulc, Ph.D.

Ph.D. in economics. Her current research is focused on the labour market aspects. Special interests: labour market policy & shadow economy.

Subject: Labour Economics.





HRM SPECIALISATION ACADEMIC STAFF

Joanna Wińska, Ph.D.

Ph.D. in management. Her fields of interest cover internal communication, interpersonal relationships as well as the cultural and behavioural aspects of communication.

**Subjects: HR communication in organisation;
Communication with the workforce diversity**



Monika Wojdyło, Ph.D.

Ph.D. in economics. Her research and teaching interests are focused on employment, effectiveness of labour market policies and IT technologies in HRM.

Subject: IT in Human Resources Management



- Companies seek HR skills and this demand will continue and strengthen
- In our programme we use modern, activity-based teaching methods, based on practical examples
- Balance between developing knowledge and interpersonal skills, between knowledge and practical skills