

Summer University Warsaw 2019 – SGH

Local affiliation: Dr Marzena Fryczyńska, Institute of Human Capital, Collegium of Business Administration, SGH Warsaw School of Economics (contact: mfrycz@sgh.waw.pl)

Course title: Human Capital Management

Duration: 28 contact hours

Objectives:

The main objective of the course is to develop students' competences for managing human capital in organizations in valuable way. Supportive objectives are focused on strategic approach, key players, core technics and assessing value of human capital management during HCM process implementation.

The program of the course:

The course covers following topics:

1. Human capital as a part of intellectual capital
2. Formula 4C - Culture, Climate, Competences, Contacts – for human capital management
3. Human capital management process in the organizations
4. Assessing human capital's competencies by assessment and development centers
5. Retaining human capital in organization
6. Talent management concept and practice
7. Human capital management valuation
8. Human capital benchmarks – regions, countries and organizations comparison

The teaching techniques of the lecture consist of case study, exercises, directed discussion and group work. The main goal is to develop competencies necessary to gain high value of the human capital either for individuals and companies.

Learning outcomes:

After completing the course students will be able to:

- explain the role of human capital in creation company's value
- characterize modern tools of human capital management
- analyze the state of art of human capital management in organizations
- propose adequate solutions for human capital management considering internal and external factors
- assess value of human capital in organizations and states
- increase ability to work as a team member.
- formulate and share opinions.
- be able to increase sensitivity to psycho- and sociological aspects in a management process.

Journals & Books References: (max 6 positions)

- Fryczyńska M., Human Capital Management, Warsaw School of Economics, Warsaw, Northeastern Illinois University, Chicago 2014.
- Blass E. ed. Talent management: cases and commentary, Palgrave Macmillan, New York 2009.
- Fitz-enz J., The ROI of human capital: measuring the economic value of employee performance, AMACON, New York 2009.
- The rise of the social enterprise. Global Human Capital Trends, Deloitte 2018

Grading procedures:

CLASS PARTICIPATION

Class participation is a combination of attendance, case preparation, engagement in exercises and educational process, and also sharing of relevant and articulate points during class discussions. Regular participation during the classes is obligatory.

GROUP PROJECT

Group project is one expected result of the course. It is prepared by appointed group of students. The case defined by Lecture is the situation to cope and make the solution in proposal - project.

TEST

A reason of a test is checking students' knowledge of human capital management. It is a multiple-choice test with only one correct answer priced as 1 point. There are no minus points for incorrect answers.



The final grade for this course will be based upon test exam, case presentation and class participation. Grades of final grades are calculated on a scale: 2,0 (failed); 3,0; 3,5; 4,0; 4,5; 5,0. The portion of total 100 credits of Human Capital Management course are:

Evaluator	Credits	
Test	50	
Group project	40	
Class participation	10	
Sum:	100*	*Outstanding outcomes + 10

Course participants are expected to maintain high standards of academic honesty. Academic honesty is a requirement for passing this course.