

FACULTY OF MANAGEMENT**SUBJECT CARD****Name of subject in Polish** Metody badawcze w zarządzaniu zasobami ludzkimi**Name of subject in English:** Research methods in Human Resource Management**Main field of study (if applicable):** Management**Specialization (if applicable):** Human Resource Management**Profile:** academic**Level and form of studies: :** 2nd level, full-time**Kind of subject:** obligatory**Subject code** ZMZ2642**Group of courses** NO

	Lecture	Classes	Laboratory	Project	Seminar
Number of hours of organized classes in University (ZZU)	15	15	15		
Number of hours of total student workload (CNPS)	90	60	60		
Form of crediting	Examination	crediting with grade	crediting with grade		
For group of courses mark (X) final course					
Number of ECTS points	3	2	2		
including number of ECTS points for practical classes (P)	0	2	2		
including number of ECTS points corresponding to classes that require direct participation of lecturers and other academics (BU)	2,1	1,4	1,4		

PREREQUISITES RELATING TO KNOWLEDGE, SKILLS AND OTHER COMPETENCES

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SUBJECT OBJECTIVES

C1 The student acquires the ability to search and analyze content in the field of modern methods of human resource management.

C2. The student acquires the ability to critically evaluate the usefulness of human resource management methods.

SUBJECT EDUCATIONAL EFFECTS

relating to knowledge:

PEU_W01 Knows advanced methods of measurement and evaluation of achievements of employees.

PEU_W02 Knows research methods useful for the analysis of human resource management.

relating to skills:

PEU_U01 Student is able select, justify and follow research methods and techniques to analyze various human resource management aspects in organization.

PEU_U02 Student is able to design and propose valid advanced methods of measurement of employees' achievements in organization.

PEU_U03 Student is able to comprehensively assess human resource management practices according to the adopted goals, priorities and given criteria.

PEU_U04 Student is able to formulate simple hypotheses and research problems and selects adequate research methods, formulate research findings and draws conclusions concerning human resources in organization

PEU_U05 Student is able to efficiently use software for statistical analysis in order to support the scientific reasoning.

relating to social competences:

PEU_K01 Student is able to identify, critically analyze and resolve problems concerning human resource management.

PEU_K02 Student is able to search, identify and critically analyze research problems in the area of human resource management.

PROGRAMME CONTENT		
Lecture		Number of hours
L 1	Human Resource Management as a scientific research subject.	2
L 2	Job performance as a main measure of employees' effectiveness. Job related attitudes as employees' characteristics	2
L 3	Scientific reasoning – hypotheses development and measurement methods in Human Resource Management.	2
L 4	Questionnaire as a basic measurement method in HRM. Principles of questionnaire development, Types of questions and scales in questionnaire	2
L 5	Methods of sample selection and data gathering.	2
L 6	Methods for data analysis – statistical analysis of data: scales development and analysis, statistical analysis of data: correlation, regression.	2
L 7	Qualitative research methods	2
L 8	Qualitative data analysis.	2
	Total hours	30
Classes		Number of hours
C 1	Organizational classes. Team establishment.	2
C 2	Research aims, objectives, research questions.	2
C 3	Operationalization of variables	2
C 4	Research questionnaire development	2
C 5	Pilot study	2
C 6	Development of the final research tool. Distribution of the questionnaire - sample selection, ways of data gathering.	2
C 7	Qualitative research in HRM – analysis of qualitative data	2
C 8	Conclusions and final results.	1
	Total hours	15
Laboratory		Number of hours
L1	Organizational laboratory. Team establishment.	2
L2	Basics of SPSS – software for statistical analysis.	2
L3	Variables building.	2

L4	Scales reliability analysis.	2
L5	Basic descriptive statistics.	2
L6	Exploratory and Confirmatory Factor Analysis.	2
L7	Correlation and regression analysis.	2
L8	Final results.	1
	Total hours	15
TEACHING TOOLS USED		
N1. Multimedia presentation. N2. Structured discussion. N3. Teamwork.		

EVALUATION OF SUBJECT LEARNING OUTCOMES ACHIEVEMENT

Evaluation (F – forming during semester), P – concluding (at semester end)	Learning outcomes code	Way of evaluating learning outcomes achievement
F1	PEU_W01-W02	Final exam during Lecture.
P1	PEU_U01-U05 PEU_K01-K02	Teamwork during the semester, tasks implemented during the semester.
P2	PEU_U01-U05 PEU_K01-K02	Teamwork during the semester, tasks implemented during the semester.
F2	PEU_U01-05	Final results obtained during laboratory.
P (Lecture) = F1; P (Classes) = P1; P (Lab) = (P2 + F2) / 2		
PRIMARY AND SECONDARY LITERATURE		
<u>PRIMARY LITERATURE:</u>		
[1] Sweet, S. A., & Grace-Martin, K. (1999). Data analysis with SPSS (Vol. 1). Boston, MA: Allyn & Bacon..		
[2] Sirkin, R. M. (2005). Statistics for the social sciences. Sage Publications..		
<u>SECONDARY LITERATURE:</u>		
[1] Babbie, E. R., Halley, F., & Zaino, J. (2007). Adventures in social research: data analysis using SPSS 14.0 and 15.0 for Windows. Pine Forge Press.		
SUBJECT SUPERVISOR (NAME AND SURNAME, E-MAIL ADDRESS)		
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