

<b>Title:</b>	<b>Managing Tomorrow's People</b>
<b>Lecturer</b>	Dr Marzena Stor
<b>Lecture hours:</b>	18 (10 hrs of interactive lectures + 8 hrs of practical classes), 2,5 ECTS
<b>Study period:</b>	Summer School
<b>Location:</b>	Wrocław University of Economics, Poland
<b>Examination:</b>	<p>Evaluation &amp; completion:</p> <ol style="list-style-type: none"> <li>1) Formal final written exam</li> <li>2) Additionally, as class sessions will include interactive discussions, case studies, role playing and individual and group assignments - class attendance and participation is expected and will contribute to a student's final grade in the class course.</li> </ol>
<b>Language:</b>	English
<b>Prerequisites:</b>	Basic knowledge on management and economics will be helpful
<b>Course content:</b>	<ol style="list-style-type: none"> <li>1) The profile of new circumstances for people management in business organizations in 2010 and after: the talent crisis, an ageing workforce in the western world, the increase in global worker mobility and the organizational and cultural issues emerging from the dramatic pace of business change in the past decade, new technology and new communication devices demanding new employees skills and knowledge.</li> <li>2) New labor market configuration: its diversity and demand for flexibility. Increasing workforce flexibility by using a mix of different types of employment arrangement – fixed term as well as permanent contracts. Building research centers in different geographical locations around the world solely with the aim of accessing wider talent pools.</li> <li>3) The millennials – the characteristic of a new generation entering labor markets and organizations. More specifically, how millennial attitude to work differ from previous generations and how this influences on company's decisions and actions within human resources management (HRM).</li> <li>4) Demands for greater transparency and social and environmental responsibility in business and their influence on requirements toward new managerial skills and knowledge.</li> <li>5) Social and professional online networks and profiles as a new contemporary demand that in many cases determines the success in the workplace or the market itself.</li> <li>6) Changing concepts of reward management: employees are rewarded with a rich selection of benefits but now the companies are less prone to offer short-term incentives for performance.</li> <li>7) Recruiting people with an unusual mix of experience and qualifications in order to broaden a company's capabilities.</li> <li>8) How to attract, recruit and maintain the best talented people – simulation</li> </ol>

	of selection for a managerial position.
<b>Learning outcomes:</b>	<ul style="list-style-type: none"> <li>- Understanding the importance of people management (or human resources management - HRM) to organizational success.</li> <li>- Identifying factors of external and internal environment influencing on HRM.</li> <li>- Gaining knowledge required to direct, motivate and communicate with new generation of worker – millennials.</li> <li>- Comprehending how to organize work of millennials with those who possess some longer experience.</li> <li>- Being able to critique the various recruitment and selection methods and techniques, consequently – the benefits and drawbacks of each.</li> <li>- Capability of choosing the best methods and techniques for employee selection with regard to the goal established.</li> <li>- Knowing how to deal with such issues as cultural differences, social responsibility, HRM ethics, and legal rules and regulations determining HRM in Poland and Europe.</li> <li>- Recognizing knowledge and skills needed to communicate by the use of new technological devices in order to enhance both organization's and own competencies in perusing business, personnel, and personal success.</li> </ul>
<b>Literature</b>	<ol style="list-style-type: none"> <li>1) Deresky, H.: International Management. Managing Across Borders and Cultures. Text and Cases. Pearson / Prentice Hall. Upper Saddle River. New Jersey, 2008.</li> <li>2) Dessler, G.: Human Resource Management. Pearson / Prentice Hall. Upper Saddle River. New Jersey, 2008.</li> <li>3) Rendell, M., Pepper, S., Vander Linde, K., Yildirim, L.: Managing Tomorrow's People. The Future of Work to 2020. PricewaterhouseCoopers LLP, 2007.</li> <li>4) Rendell, M., Vander Linde, K., Yildirim, L.: Managing Tomorrow's People. Millennials at Work: Perspectives from a New Generation. PricewaterhouseCoopers LLP, 2008.</li> <li>5) Rendell, M., Yildirim, L., Vander Linde, K., Caplan, J.: Managing Tomorrow's People. How the Downturn Will Change the Future of Work. PricewaterhouseCoopers LLP, 2009.</li> </ol>