

Topics for the diploma examination in second-cycle studies

HR BUSINESS PARTNER

1. The essence of projects, their place and role in the HR area.
2. Stages of HR project management.
3. The process of engaging stakeholders in an HR project.
4. Risk management process in an HR project.
5. Planning HR project resources and costs.
6. The role of the HR Business Partner in the process of creating a strategy.
7. The impact of strategic decisions in the company on HR.
8. Basic strategic dilemmas at the level of competition strategy.
9. Methods of analyzing the internal potential of the enterprise.
10. Types of competitive advantage and its sources.
11. Key HR Business Partner competencies in implementing the company's strategy.
12. Methods and tools for the development of managerial competencies.
13. Opportunities and threats of using development tools based on information and communication technology (ICT).
14. Present and characterize the stages of the human capital development process in an organization.
15. Types of career paths and the rationale for planning career paths in an organization.
16. Personal development and development in the profession – characterize the dimensions and present the impact on the planning of employee development in the organization.
17. Identify and characterize the most effective forms of training for the development of interpersonal competencies.
18. Present levels of evaluation of the effectiveness of training and development in the organization.
19. Indicate the links between the human capital development subprocess and other human capital management subprocesses.
20. Motivation system in an organization – the concept and characteristics of its components.
21. List the theories of motivating employees and discuss the chosen one.

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22. Characterize the external and internal determinants of the motivation system in the organization.
23. Tangible and intangible motivation tools – examples and basic differences.
24. Employee engagement – the concept and characteristics of components.
25. A culture of trust in management through commitment.
26. Methods of assessing organizational engagement and engagement at work.
27. Discuss the motivational effectiveness of different leadership styles.
28. The role of leadership in the motivational process.
29. The essence, goals and effects of job evaluation.
30. Tasks of the HR Business Partner in the process of job evaluation.
31. Comprehensive methods of job evaluation.
32. Determining the level of employee remuneration.
33. What are the most important employee costs in a company? How to assess the profitability of investments in human capital?
34. Basic indicators of employee effectiveness. List Human Resource Management Effectiveness Indicators.
35. Functions of HR Business Partner in Dave Ulrich's concept.
36. Barriers to the implementation of the HR BP concept in practice of Polish enterprises.
37. Quantitative and qualitative methods of analyzing employee attitudes – characteristics and application (quantitative and qualitative research)
38. Leadership paradigms in the Gale Avery concept – characterize (strengths and weaknesses) of the two chosen ones.
39. Employer branding – assumptions of the concept. Functions of employer branding in modern enterprises.
40. List and characterize the stages of the strategy of cooperation in negotiations.
41. Discuss BATN-y concepts in negotiations. What is its importance in negotiations?
42. Characterize the phenomenon of culture shock – its causes, course and ways to overcome it.

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43. Discuss the dimensions of culture according to Geert. Hofstede and their impact on team management.
44. National culture and organizational culture – sources of similarities and differences.
45. Candidate Acquisition Tools – Discuss Available Recruitment Sources and Their Benefits.
46. Candidate Selection Tools – Introduce and Discuss Two Selected.
47. Employee Assessment Tools – Introduce and Discuss Two Selected.
48. The concept of talent and different approaches to talent management.
49. Reasons for introducing a talent management process into the enterprise.
50. Creating and implementing development programs for talents – stages, risks.