

Subject card

Subject name and code	Human Capital Management, PG_00053473						
Field of study	Economics						
Date of commencement of studies	October 2024	Academic year of realisation of subject			2024/2025		
Education level	postgraduate studies	Subject group			Obligatory subject group in the field of study		
Mode of study	full-time studies	Mode of delivery			at the university		
Year of study	1	Language of instruction			Polish none		
Semester of study	1	ECTS credits			2.0		
Learning profile	academic	Assessment form					
Conducting unit	Katedra Zrównoważonych Procesów Rynkowych -> Faculty of Economics						
Name and surname of lecturer (lecturers)	Subject supervisor		dr Katarzyna Bałandynowicz-Panfil				
	Teachers		dr Katarzyna Bałandynowicz-Panfil dr Aleksandra Bielawska				
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	0.0	15.0	0.0	0.0	0.0	15
	E-learning hours included: 0.0						
Learning activity and number of study hours	Learning activity	Participation in didactic classes included in study plan		Participation in consultation hours		Self-study	SUM
	Number of study hours	15		0.0		0.0	15
Subject objectives	<ul style="list-style-type: none"> - to familiarize students with the essence and role of human capital in modern economic entities - to present the importance of human capital in socio-economic development - to show the specificity of human capital management in international enterprises 						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[EKONMU2_U13] can manage teamwork as well as interact and work in a team (including in an international environment) assuming a leading role in it	The student is able to cooperate in a group and take on managerial roles in projects related to human capital management.	[SU1] oral statement/conversation/discussion [SU5] implementation of a problem task
	[EKONMU2_U14] can appropriately identify priorities and plan and organise tasks related to their implementation, as well as monitor and assess progress	The student is able to analyze and carry out tasks related to planning, implementing and monitoring personnel strategies in the organization	[SU5] implementation of a problem task
	[EKONMU2_K04] is ready to think and act in an entrepreneurial manner; adapts to new situations and conditions; undertakes challenges of creative thinking; acquires resilience to failures; can assess risks and threats and find ways of counteracting their effects	The student is ready to think and act in an entrepreneurial way, skillfully selecting solutions to a given organizational situation in the context of personnel strategies.	[SK1] oral statement/conversation/discussion [SK5] implementation of a problem task
	[EKONMU2_W10] knows the terms and principles of protection of industrial property and copyright, and understands the necessity of management of intellectual property resources	The student knows the principles of building personnel strategies based on intellectual property resources.	[SW5] implementation of a problem task
	[EKONMU2_W05] has an extended knowledge of the human being as a manufacturer and consumer and extended knowledge of the human being as a creator of culture and social structures	The student has extended knowledge about humans as creators of economic goods, including human capital management strategies in organizations.	[SW1] oral statement/conversation/discussion
	[EKONMU2_U08] can independently analyse economic and social phenomena and processes, and can perform a theoretically deepened assessment of such phenomena, using appropriately selected research method	The student demonstrates the ability to think independently and analyze socio-economic phenomena as factors influencing the management of human capital in organizations.	[SU2] presentation/project/paper/report
	[EKONMU2_U07] can independently propose solutions to complex economic or social problems, select methods of analysis and conduct conclusive procedures in this respect	The student is able to independently analyze and evaluate personnel strategies in organizations based on case studies.	[SU5] implementation of a problem task
	[EKONMU2_U06] can practically apply various forms and range of acquired knowledge in economics, finance and management, supplementing it with an independent critical analysis of its efficiency and usefulness	The student has the ability to apply in practice the acquired solutions in the field of human capital management.	[SU5] implementation of a problem task
	[EKONMU2_W04] knows different types of economic and social ties and regularities governing them; has an in-depth knowledge of economic and financial ties between enterprises	The student has in-depth knowledge of socio-economic ties and their impact on the creation and implementation of personnel strategies in enterprises.	[SW1] oral statement/conversation/discussion [SW2] presentation/project/paper/report [SW5] implementation of a problem task
[EKONMU2_W11] knows the detailed principles of establishing and developing forms of individual entrepreneurship, using the knowledge of economics, finance and management sciences	The student knows the principles of creating personnel strategies in individual enterprises.	[SW2] presentation/project/paper/report	
Subject contents	- human capital recruitment process- employee selection methods, introduction to work- evaluation of work results - methods of assessing employees (evaluation questionnaires, evaluation interviews, etc.)- development of human capital in the organization - employee development plan, career paths,- remuneration of employees - remuneration functions- layoffs, retirement- selected problems of human capital management in international enterprises		
Prerequisites and co-requisites	Students should have general knowledge of microeconomics, economic policy, organization and management, and business science. In particular, they should know the mechanisms of the functioning of the labor market and the instruments of influence on this market.		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	activity	0.0%	15.0%
	presentation	0.0%	25.0%
	case study	0.0%	60.0%

Recommended reading	Basic literature	Gospodarowanie kapitałem ludzkim. Wyzwania organizacyjne i prawne, red. A. Rogozińska-Pawełczyk, Wydawnictwo Uniwersytetu Łódzkiego, Łódź 2015 Zarządzanie zasobami ludzkimi. Tworzenie kapitału ludzkiego w organizacji, [red.] H. Król, A. Ludwiczynski, Wyd. Naukowe PWN, Warszawa 2010 M. Armstrong, S. Taylor, Zarządzanie zasobami ludzkimi, Wolters Kluwer, Warszawa 2016
	Supplementary literature	P. Zientara, Związki zawodowe w największych gospodarkach Europy a przemiany strukturalne i ewolucja modelu społeczno-ekonomicznego, Pomorskie Wydawnictwo Naukowo-techniczne, Gdańsk 2009 K. Baładynowicz-Panfil, Starzenie się społeczeństw jako determinanta kształtowania współczesnych procesów migracyjnych, [w:]Wyzwania gospodarki globalnej, Prace i Materiały Instytut Handlu Zagranicznego, tom 1, FRUG Sopot 2010 P. Kulawczuk, A. Poszewiecki (red.) Wpływ społecznej odpowiedzialności biznesu i etyki biznesu na zarządzanie przedsiębiorstwem, FRUG, Gdańsk 2007
	eResources addresses	Adresy na platformie eNauczanie:
Example issues/ example questions/ tasks being completed	Personnel strategy taking into account socio-economic changes. Comprehensive planning and implementation of human capital management strategies in organizations. The contemporary importance of human capital.	
Work placement	Not applicable	

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