

**Subject card**

<b>Subject name and code</b>	Human capital management in a company - lecture, PG_00133744						
<b>Field of study</b>	Taxes and Tax Consultancy						
<b>Date of commencement of studies</b>	October 2023	<b>Academic year of realisation of subject</b>	2024/2025				
<b>Education level</b>	undergraduate studies	<b>Subject group</b>	Optional subject group				
<b>Mode of study</b>	full-time studies	<b>Mode of delivery</b>	at the university				
<b>Year of study</b>	2	<b>Language of instruction</b>	Polish				
<b>Semester of study</b>	4	<b>ECTS credits</b>	1.0				
<b>Learning profile</b>	academic	<b>Assessment form</b>					
<b>Conducting unit</b>	Katedra Prawa Finansowego -> Faculty of Law and Administration						
<b>Name and surname of lecturer (lecturers)</b>	<b>Subject supervisor</b>	dr Marek Kalinowski					
	<b>Teachers</b>	dr Marek Kalinowski					
<b>Lesson types</b>	<b>Lesson type</b>	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	<b>Number of study hours</b>	15.0	0.0	0.0	0.0	0.0	15
	E-learning hours included: 0.0						
<b>Learning activity and number of study hours</b>	<b>Learning activity</b>	Participation in didactic classes included in study plan		Participation in consultation hours		Self-study	SUM
	<b>Number of study hours</b>	15		0.0		10.0	25
<b>Subject objectives</b>	To familiarize students with the concepts , principles and tools for acquiring , maintaining and developing the human capital of an enterprise .						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[PiDPL3_W04] He/she has elementary knowledge and knows the terms describing the most important economic and social phenomena, understands the basic processes taking place in market economy, understands the basic dilemmas of modern civilization	He/she has elementary knowledge and knows the concepts describing the most important economic and social phenomena, understands the basic processes occurring in the field of acquiring, maintaining and developing human capital and the challenges they face in the modern labour market	[SW4] test/exam - oral or written
	[PiDPL3_K01] The graduate understands the complexity of problems occurring in the field of tax law, finance and accounting and related disciplines, and therefore is ready to assess the problems critically. He/she understands the importance of knowledge in solving cognitive and practical problems and - in case of difficulties with solving the problem independently - consulting experts in tax law, finance, accounting and related disciplines (especially scientists, expert tax advisors, lawyers dealing with disciplines other than tax law and balance sheet), and, if necessary, also expert specialists in disciplines other than legal and economic sciences	understands the complexity of problems occurring in the field of relations between employees and entities representing the organization in the context of human capital management, taking into account the specificity of the expectations set for the organization by employees	[SK4] test/exam - oral or written
	[PiDPL3_U01] The graduate can use theoretical knowledge in the field of tax law, accounting and the related disciplines in order to formulate and solve complex problems that may occur in this area, especially complex validation and interpretation problems in the field of tax law, tax analysis and accounting	He/She is able to use their theoretical knowledge in the field of human capital management to solve problems related to recruitment, remuneration and evaluation of employees	[SU8] observation of student's independent or team work
	[PiDPL3_U03] The graduate can communicate using specialized legal, financial and tax terminology	He/She can communicate with the use of modern technologies and use AI-based tools	[SU8] observation of student's independent or team work
	[PiDPL3_U07] He/she can plan and implement independently the need for lifelong learning	He/She can plan the process of continuous learning	[SU1] oral statement/conversation/discussion
	[PiDPL3_W02] He/she knows the basic terminology and basic concepts in the field of tax law and finance, has elementary knowledge of substantive and formal tax law.	He/She knows basic terminology and concepts and has elementary knowledge of human capital management	[SW4] test/exam - oral or written
Subject contents	1 . The essence of human capital management 2 . Recruitment of job candidates 3 . Selection of job candidates 4 . Employee Compensation 5 . Employee development		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	test	50.0%	100.0%
Recommended reading	Basic literature	<ol style="list-style-type: none"> <li>Zarządzanie zasobami ludzkimi, pod red. W. Golnau, wyd. 3, CeDeWu, Warszawa 2012,</li> <li>Zarządzanie zasobami ludzkimi, pod red. H. Czubasiewicz, Wyd. Akademickie, Warszawa 2001,</li> <li>A Pochtowski, Zarządzanie zasobami ludzkimi, PWE, Warszawa 2003</li> <li>Zarządzanie kadrami pod red. T. Listwana, Wyd. C.H. Beck, Warszawa 2010,</li> <li>O. Lundy, A. Cowling, Strategiczne zarządzanie zasobami ludzkimi, Oficyna ekonomiczna, Kraków 2006,</li> </ol>	

	Supplementary literature	1. Zasoby ludzkie w firmie, pod red. A. Sajkiewicz, Poltext, Warszawa 2000, 2. Z. Pawlak, Personalna funkcja firmy, Poltext, Warszawa 2003.
	eResources addresses	Adresy na platformie eNauzanie:
Example issues/ example questions/ tasks being completed		
Work placement	Not applicable	

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