

Subject card

Subject name and code	Human capital management in a company - lecture, PG_00133744						
Field of study	Taxes and Tax Consultancy						
Date of commencement of studies	October 2024	Academic year of realisation of subject			2025/2026		
Education level	undergraduate studies	Subject group			Optional subject group		
Mode of study	full-time studies	Mode of delivery			at the university		
Year of study	2	Language of instruction			Polish		
Semester of study	4	ECTS credits			1.0		
Learning profile	academic	Assessment form					
Conducting unit	Katedra Prawa Finansowego -> Faculty of Law and Administration						
Name and surname of lecturer (lecturers)	Subject supervisor		dr Marek Kalinowski				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	15.0	0.0	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		10.0	25
Subject objectives	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_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_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_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_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_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	<ol style="list-style-type: none"> 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	51.0%
Recommended reading	Basic literature	1. Zarządzanie zasobami ludzkimi, pod red. W. Golnau, wyd. 3, CeDeWu, Warszawa 2012, 2. Zarządzanie zasobami ludzkimi, pod red. H. Czubasiewicz, Wyd. Akademickie, Warszawa 2001, 3. A Poczowski, Zarządzanie zasobami ludzkimi, PWE, Warszawa 2003 4. Zarządzanie kadrami pod red. T. Listwana, Wyd. C.H. Beck, Warszawa 2010, 5. O. Lundy, A. Cowling, Strategiczne zarządzanie zasobami ludzkimi, Oficyna ekonomiczna, Kraków 2006,	
	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 eNauczanie:	
Example issues/ example questions/ tasks being completed			
Work placement	Not applicable		

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