

Subject card

Subject name and code	Human Capital Management, PG_00155531						
Field of study	Management						
Date of commencement of studies	October 2024		Academic year of realisation of subject		2024/2025		
Education level	Master's studies		Subject group		Subject group related to scientific research 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		
Semester of study	1		ECTS credits		3.0		
Learning profile	academic		Assessment form		credit		
Conducting unit	Zakład Zarządzania Zasobami Ludzkimi -> Department of Organisation and Management -> Faculty of Management -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		dr Joanna Litwin				
	Teachers		dr hab. Halina Czubasiewicz				
			dr Joanna Litwin				
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	15.0	15.0	0.0	0.0	0.0	30
	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	30		8.0		37.0	75
Subject objectives	Imparting knowledge and practising practical skills on modern trends within the personnel function. To learn about contemporary determinants of investment in human capital.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZARZMU2_K05] The student is ready to make an in-depth assessment of phenomena and justify his position through rational, logical and entrepreneurial use of knowledge - basing his assertions and decisions on an in-depth analysis of the information he receives.	Knows and understands in in-depth understanding of the principles of discussion and justify his/her position taking into account the needs of the various actors involved in the process of managing people in the organisation.	[SK1] oral statement/conversation/discussion [SK5] implementation of a problem task [SK8] observation of student's independent or team work
	[ZARZMU2_W06] The student has an in-depth knowledge of the impact of business on the environment and society, as well as the ethical challenges accompanying it.	Has a detailed knowledge of the role of all human capital management actors on the development of the organisation and the impact of their decisions on the company's environment, among others: economic, social, legal.	[SW4] test/exam - oral or written [SW1] oral statement/conversation/discussion
	[ZARZMU2_W01] The student has an expanded knowledge of the social sciences with particular emphasis on the discipline of management and quality sciences and understands their connections with other social sciences.	Has a detailed knowledge of the place and role of human capital management in an organisation and the interrelationships and impact of this management function on other areas of the company.	[SW4] test/exam - oral or written [SW2] presentation/project/paper/report
	[ZARZMU2_K03] The student is aware of the need to identify critical complex problems, including economic and social ones, and to plan ways to solve them under changing and unpredictable conditions.	Be able to consciously recognise and name problems arising in the implementation of human capital management in the organisation, and to select and make effective use of the advice expert opinions and publications of specialists, to solve them.	[SK1] oral statement/conversation/discussion [SK5] implementation of a problem task [SK8] observation of student's independent or team work
	[ZARZMU2_U04] The student can creatively apply management and quality studies knowledge in professional practice.	Is able to find an appropriate strategy to deal with the creation of dedicated solutions and decision-making in the people's management in the organisation.	[SU1] oral statement/conversation/discussion [SU2] presentation/project/paper/report [SU5] implementation of a problem task
	[ZARZMU2_U05] The student can correctly select and apply advanced, complex methods and tools used in management and quality studies.	Is familiar with the methodology of tasks, standards, procedures and good practices used in managing people in organisations; Uses this knowledge in managerial and/or specialist work.	[SU2] presentation/project/paper/report [SU5] implementation of a problem task
Subject contents	1. Essence of human capital management 2. Management of employee competences, essence of competences and identification, competence models, profiling of employee competences. 3. Areas of the personnel function in the context of competence management; the area of selection, development, assessment and reward of employees based on competences. 4. Modern trends in the personnel function: employee engagement management, knowledge management - knowledge workers, concepts of the Turquoise Organisation. 5. Corporate social responsibility. 6. Diversity management. 7. Basics of exerting social influence. 8. Employer branding. 9. Outplacement.		
Prerequisites and co-requisites	Knowledge of the determinants, methods and tools of the core functions of human resource management.		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Team project - completion of work in student groups (quality content, compliance with state of the art, timeliness)	80.0%	50.0%
	Colloquium (descriptive questions)	51.0%	50.0%
Recommended reading	Basic literature	1. Juchnowicz M., Zarządzanie kapitałem ludzkim. Procesy, narzędzia, aplikacje, PWE Warszawa 2019. 2. Pocztowski A., Zarządzanie zasobami ludzkimi, PWE, Warszawa, 2018 3. Zając-Pałdyna U., Employer branding po polsku, Helion, 2020. 4. Berg-Peer J., Outplacement w praktyce, Wolters Kluwer Polska, Kraków 2004.	
	Supplementary literature	1. Jamka B., HR na zakręcie. Zarządzanie przez pomiar czy aktywacja kreatywności? Wolters Kluwer Polska, Kraków 2019. 2. Michalczyk R., Pszczółkowski P., Analityka i wskaźniki efektywności procesów HR, Wolters Kluwer Polska, Kraków 2020. 3. Wybrane zagadnienia zarządzania kompetencjami pracowników, M. Tyrańska (red.), CH Beck, Warszawa 2021.	

	eResources addresses	
Example issues/ example questions/ tasks being completed	1. Outline the stages of building an employer branding strategy. 2. Describe the tools used in internal and external outplacement. 3. Prepare a persona description for the indicated company and position.	
Work placement	Not applicable	

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