

Subject card

Subject name and code	Strategic Personal Controlling, PG_00155538						
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		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		
Semester of study	2		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 hab. Tomasz Kawka				
	Teachers		dr hab. Tomasz Kawka				
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		24.0		36.0	75
Subject objectives	Shaping the competencies necessary for graduates of management studies to make effective decisions in the field of HR through quantitative tools of audit and verification of the effects of the personnel strategy. Understanding the contemporary needs of organizations in the field of implementing the HR function using quantitative models of strategic controlling and indicators of measuring the value of 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.	Logically and enterprisingly uses knowledge about the adaptation of controlling indicators in HR, basing his statements and decisions on in-depth analysis of the information received.	[SK2] presentation/project/paper/report
	[ZARZMU2_U03] The student can consider its ethical, social and environmental implications in decision-making. The student can initiate actions for the social environment and public interest.	Is able to take into account the results of qualitative and quantitative analyses based on human capital value measurement tools in the HR decision-making process	[SU6] demonstration of practical skills
	[ZARZMU2_K01] The student is aware of the depreciation of knowledge over time and understands the need for lifelong learning and deepening of knowledge in both academic and non-academic modes. The student is able to inspire and organize the learning process of others.	Is aware of the need to identify important, complex problems, including economic and social ones, based on data resulting from strategic personnel controlling	[SK1] 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 extensive knowledge in the field of social sciences with particular emphasis on the discipline of human resource management and organizational value management	[SW3] text preparation/written work
	[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.	Is aware of the need to identify important, complex problems, including economic and social ones, based on data resulting from strategic personnel controlling	[SK1] oral statement/conversation/discussion
	[ZARZMU2_U04] The student can creatively apply management and quality studies knowledge in professional practice.	Is able to creatively apply the acquired knowledge in the field of management and quality sciences in professional practice using models of personnel controlling	[SU6] demonstration of practical skills
	[ZARZMU2_W03] The student has an extended knowledge of the organizational and legal forms of establishment and functioning of enterprises and the development of various forms of individual entrepreneurship in Poland, knows and understands advanced concepts, principles and legal norms and regulations governing the functioning of business entities.	Has extensive knowledge of the organizational and legal forms of creating and operating enterprises in the context of quantitative models assessing the quality of personnel decision-making	[SW4] test/exam - oral or written
	[ZARZMU2_W02] The student has an expanded knowledge of the relationship between the disciplines of the social sciences crucial to understanding the essence of economic processes.	Has extensive knowledge of the relationships between the disciplines of social sciences - management, economics and sociology - and the exact subdisciplines such as statistics and mathematics.	[SW4] test/exam - oral or written
Subject contents	1. Personnel controlling in human resources management 2. Personnel costs and their assessment 3. Remuneration system audit 4. Human capital value measurement 5. Assessment of the company's human resources potential 6. Analysis and evaluation of SOOP results in the context of the personnel strategy 7. Personnel controlling measures 8. SWOT analysis of human resources 9. Human resources audit 10. Strategic scorecard		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Practical project	100.0%	50.0%
	The test	51.0%	50.0%

Recommended reading	Basic literature	1. Cascio W., Kalkulacja kosztów zasobów ludzkich, Oficyna Ekonomiczna, Kraków 2001. 2. Bernais J., Ingram J., Controlling personalny i koszty pracy, Wydawnictwo Akademii Ekonomicznej im. K. Adamieckiego w Katowicach, Katowice 2005. 3. Sekuła Z., Controlling personalny, TNOiK, Bydgoszcz 2000. 4. Nowak M., Controlling personalny w przedsiębiorstwie, Oficyna Wolters Kluwert 2014. 5. Marciniak J. Audyt i controlling funkcji personalnej w przedsiębiorstwie, Oficyna Wolters Kluwert 2015.
	Supplementary literature	1. M. Sierpińska, B. Niedbała, Controlling operacyjny w przedsiębiorstwie, Wydawnictwo Naukowe PWN, Warszawa 2003. 2. Controlling funkcjonalny w przedsiębiorstwie, pod red. M. Sierpińskiej, Oficyna Ekonomiczna, Kraków 2004. 3. H.J. Vollmuth, Controlling: planowanie, kontrola, kierowanie, wydanie 4, Agencja Wydawnicza Placet, Warszawa 2007.
	eResources addresses	
Example issues/ example questions/ tasks being completed	1. Advantages and disadvantages of personnel controlling in human resources management 2. Personnel costs and their assessment in relation to human capital management 3. Payment system audit - essence, significance, objectives 4. Measurement of the value of human capital - description of the selected model 5. How is the HCROI indicator calculated	
Work placement	Not applicable	

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