

Subject card

Subject name and code	Human Capital Management, PG_00156003						
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 Subject group related to scientific research in the field of study		
Mode of study	part-time studies		Mode of delivery		at the university		
Year of study	1		Language of instruction		Polish		
Semester of study	1		ECTS credits		5.0		
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 Marek Kalinowski				
	Teachers		dr Marek Kalinowski				
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	10.0	12.0	0.0	0.0	0.0	22
	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	22		42.0		61.0	125
Subject objectives	Developing the skills necessary for entrepreneurs, managers and specialists to effectively manage people in the organization						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZARZMU2_U04] The student can creatively apply management and quality studies knowledge in professional practice.	Based on the knowledge of the principles and tools of human capital management, the student is able to propose optimal solutions for the organization to provide it with the right employees	[SU1] oral statement/conversation/discussion
	[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.	Is ready to make an in-depth assessment of the state of the organization in terms of rational human capital management and to justify the developed position based on the information at their disposal	[SK1] oral statement/conversation/discussion
	[ZARZMU2_U05] The student can correctly select and apply advanced, complex methods and tools used in management and quality studies.	Can correctly indicate optimal solutions enabling the proper conduct of processes related to the acquisition, maintenance and development of the organization's human capital	[SU4] test/exam - oral or written
	[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 variability and unpredictability of the conditions in which the management of the organization's human capital is carried out, and thus of taking into account complex social problems when developing solutions in the area of HRM	[SK8] observation of student's independent or team work
	[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 knowledge in the field of recruitment and selection of job candidates, assessment and shaping of employee competences, as well as motivating employees through a motivation system	[SW4] test/exam - oral or written
	[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.	Is aware of the impact of management processes in the organization on the condition of the organization's human resources	[SW4] test/exam - oral or written
Subject contents	1. The essence of human capital management 2. Employee competence management, the essence of competence and identification, competence models, employee competence profiling. 3. Areas of the HR function in the context of competence management; the area of selection, development, evaluation and remuneration of employees based on competences. 4. Modern trends in the HR function: employee engagement management, knowledge management knowledge workers, concepts of the Teal Organization 5. Premises for the personnel function resulting from the presence of the youngest generation of employees on the labour market. 6. Foundations of social influence 7. Outplacement as a modern form of investment in human capital 8. Employer branding as a form of acquiring human capital		
Prerequisites and co-requisites	No additional requirements		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Written test	51.0%	100.0%
Recommended reading	Basic literature	Zarządzanie zasobami ludzkimi, W. Golnau (red.), Cedewu, Warszawa 2010 Zarządzanie zasobami ludzkimi. Tworzenie kapitału ludzkiego organizacji, H. Król, A. Ludwiczynski (red.), Wydawnictwo: PWN, Warszawa 2016 Zarządzanie kadrami, T. Listwan (red.), C.H Beck, Warszawa 2010 M. Armstrong, Zarządzanie zasobami ludzkimi, ABC, Kraków 2000	

	Supplementary literature	A. Wojtczuk-Turek, Zarządzanie kapitałem ludzkim. W warunkach zrównoważonego rozwoju, PWN, Warszawa 2022
	eResources addresses	
Example issues/ example questions/ tasks being completed		
Work placement	Not applicable	

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