

Subject card

Subject name and code	HR Biznes Partner, PG_00156014						
Field of study	Management						
Date of commencement of studies	October 2024		Academic year of realisation of subject		2025/2026		
Education level	Master's studies		Subject group		Obligatory subject group in the field of study		
Mode of study	part-time studies		Mode of delivery		at the university		
Year of study	2		Language of instruction		Polish		
Semester of study	4		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 Marek Kalinowski				
	Teachers		dr Marek Kalinowski				
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	12.0	0.0	0.0	0.0	0.0	12
	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	12		27.0		36.0	75
Subject objectives	1. Familiarizing students with the modern role of a personnel manager performing the function of an HR Business Partner . 2. Familiarization with the competences , conditions and functionality of work in the HR BP position . 3. Indication of the areas implemented by this role , such as knowledge of the field of business , representation of very high skills of cooperation with various people and communication , high mental resilience , ability to act under stress and solve the most difficult crisis situations , taking on the role of being a trainer , being in modern development trends in many areas .						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZARZMU2_W12] The student has an in-depth knowledge and understanding of the functions of management and the role of managers in their implementation.	Knows and understands the functions of human resources management and the role of the HR manager performing the role of HR BP	[SW4] test/exam - oral or written
	[ZARZMU2_K02] The student is aware of the need to supplement and expand the acquired knowledge and skills and strives to combine knowledge from different fields and disciplines of science interdisciplinarily. The student can inspire others to learn.	He is aware of the depreciation of knowledge about the role of HR BP and the requirements, resulting from the change in the position of the HR area in contemporary, dynamically changing organizations	[SK1] oral statement/conversation/discussion
	[ZARZMU2_U04] The student can creatively apply management and quality studies knowledge in professional practice.	Determines, using the acquired knowledge in the field of management sciences, the directions and methods of HR BP operation based on the tasks it faces in specific organizational and social conditions	[SU4] test/exam - oral or written
	[ZARZMU2_W08] The student has in-depth knowledge of enterprise and entrepreneurship, determinants shaping the effectiveness of economic activity with regional and international aspects.	Has in-depth knowledge of the determinants shaping the effectiveness of the HR function and knows how to measure them	[SW4] test/exam - oral or written
	[ZARZMU2_U05] The student can correctly select and apply advanced, complex methods and tools used in management and quality studies.	He/She can accurately select the methods of HR BP operation depending on the specifics of the organization and the position of HRM in the organization management system	[SU4] test/exam - oral or written
Subject contents	1. The essence of an HR Business partner 2. The role and functions of HR Business Partner in personnel decisions 3. Key competencies of an HR Business Partner 4. HR Business Partner in D. Ulrich's models. 5. Methodology for measuring the quality of personnel decisions and measures of HR effectiveness 6. Time management and organization of HR BP's own work		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Test	51.0%	100.0%
Recommended reading	Basic literature	1. G. Filipowicz, HR business peartner. Koncepcja i praktyka, Wolters Kluwer, Warszawa 2019 2. HR Business Partner. Praktyczne rozwiązania budowania wysokoefektywnych organizacji, pod red. G. Filipowicza, INFOR, Warszawa 2020 3. HR Business Partner. Rola, filary, perspektywy, pod red. K. Popieluch, PWN, Warszawa 2018	

	Supplementary literature	Zarządzanie zasobami ludzkimi, pod red. H. Król, A. Ludwiczynski, PWN, Warszawa 2006
	eResources addresses	
Example issues/ example questions/ tasks being completed		
Work placement	Not applicable	

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