

Subject card

Subject name and code	Human Capital Management, PG_00171324						
Field of study	Economics						
Date of commencement of studies	October 2025		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	1		Language of instruction		Polish		
Semester of study	1		ECTS credits		2.0		
Learning profile	academic		Assessment form		credit		
Conducting unit	Department of Sustainable Market Processes -> Faculty of Economics -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		mgr Oskar Bech				
	Teachers		mgr Oskar Bech				
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	0.0	10.0	0.0	0.0	0.0	10
	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	10		6.0		34.0	50
Subject objectives	- familiarize students with the essence and role of human capital in modern business entities- presentation of the importance of human capital in socio-economic development- showing the specificity of human capital management in international enterprises						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[EKONMU2_U07] can independently propose solutions to complex economic or social problems, select methods of analysis and conduct conclusive procedures in this respect	The student can do it independent analysis and assessment personnel strategies in organizations based on case studies.	[SU5] implementation of a problem task
	[EKONMU2_U08] can independently analyse economic and social phenomena and processes, and can perform a theoretically deepened assessment of such phenomena, using appropriately selected research method	Student shows off the ability to be independent thinking and analyzing phenomena socio-economic as factors influencing capital management human resources in organizations.	[SU2] presentation/project/paper/report
	[EKONMU2_W10] knows the terms and principles of protection of industrial property and copyright, and understands the necessity of management of intellectual property resources	The student knows the principles of construction personnel strategies based on intellectual property resources.	[SW5] implementation of a problem task
	[EKONMU2_W11] knows the detailed principles of establishing and developing forms of individual entrepreneurship, using the knowledge of economics, finance and management sciences	The student knows the principles of creation personnel strategies in individual enterprises.	[SW2] presentation/project/paper/report
	[EKONMU2_U06] can practically apply various forms and range of acquired knowledge in economics, finance and management, supplementing it with an independent critical analysis of its efficiency and usefulness	The student has a skill applications in practice learned solutions in the field capital management human.	[SU5] implementation of a problem task
	[EKONMU2_U13] can manage teamwork as well as interact and work in a team (including in an international environment) assuming a leading role in it	The student is able to cooperate in group and take on roles project management related to management human capital.	[SU1] oral statement/conversation/discussion [SU5] implementation of a problem task
	[EKONMU2_W04] knows different types of economic and social ties and regularities governing them; has an in-depth knowledge of economic and financial ties between enterprises	The student has in-depth knowledge of the scope of socio-economic ties and their impact on creating and implementing strategies personnel in enterprises.	[SW1] oral statement/conversation/discussion [SW2] presentation/project/paper/report [SW5] implementation of a problem task
	[EKONMU2_K04] is ready to think and act in an entrepreneurial manner; adapts to new situations and conditions; undertakes challenges of creative thinking; acquires resilience to failures; can assess risks and threats and find ways of counteracting their effects	The student is ready to think and act in an entrepreneurial manner, skillfully selecting solutions to the given situation of the organization in the context of personnel strategies.	[SK1] oral statement/conversation/discussion [SK5] implementation of a problem task
	[EKONMU2_W05] has an extended knowledge of the human being as a manufacturer and consumer and extended knowledge of the human being as a creator of culture and social structures	The student has extended knowledge about man as the creator of goods economic, including strategy human capital management in organizations.	[SW1] oral statement/conversation/discussion
	[EKONMU2_U14] can appropriately identify priorities and plan and organise tasks related to their implementation, as well as monitor and assess progress	The student is able to carry out analysis and complete tasks related to planning, implementation and monitoring personnel strategies in organization	[SU5] implementation of a problem task

Subject contents	- human capital recruitment process- employee selection methods, introduction to work -work performance evaluation - methods of employee evaluation (evaluation questionnaires, evaluation interviews, etc.)- development of human capital in the organization - employee development plan, career paths, - employee remuneration- remuneration functions- layoffs, retirement- selected problems of human capital management in international enterprises The doubts arising at the stage of solving the problem task will be addressed during the consultations.		
Prerequisites and co-requisites	Students should have general knowledge of microeconomics, economic policy, and organization management and business science. In particular, they should know the mechanisms of market functioning work and instruments of influence on this market.		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	activity	0.0%	15.0%
	presentation	0.0%	25.0%
	case study	0.0%	60.0%
Recommended reading	Basic literature	Gospodarowanie kapitałem ludzkim. Wyzwania organizacyjne i prawne, red. A. Rogozińska-Pawelczyk, Wydawnictwo Uniwersytetu Łódzkiego, Łódź 2015	
		Zarządzanie zasobami ludzkimi. Tworzenie kapitału ludzkiego w organizacji, [red.] H. Król, A. Ludwiczynski, Wyd. Naukowe PWN, Warszawa 2010	
		M. Armstrong, S. Taylor, Zarządzanie zasobami ludzkimi, Wolters Kluwer, Warszawa 2016	
	Supplementary literature	P. Zientara, Związki zawodowe w największych gospodarkach Europy a przemiany strukturalne i ewolucja modelu społeczno-ekonomicznego, Pomorskie Wydawnictwo Naukowo-techniczne, Gdańsk 2009	
		K. Baładynowicz-Panfil, Starzenie się społeczeństw jako determinanta kształtowania współczesnych procesów migracyjnych, [w:] Wyzwania gospodarki globalnej, Prace i Materiały Instytut Handlu Zagranicznego, tom 1, FRUG Sopot 2010	
		P. Kulawczuk, A. Poszewiecki (red.) Wpływ społecznej odpowiedzialności biznesu i etyki biznesu na zarządzanie przedsiębiorstwem, FRUG, Gdańsk 2007	
	eResources addresses		
Example issues/ example questions/ tasks being completed	Personnel strategy taking into account socio-economic changes. Comprehensive planning and implementation of human capital management strategies in organizations. The contemporary importance of human capital.		
Work placement	Not applicable		

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