

## Subject card

|                                             |                                                                                                  |                                                          |                                         |                                     |                                                |            |     |
|---------------------------------------------|--------------------------------------------------------------------------------------------------|----------------------------------------------------------|-----------------------------------------|-------------------------------------|------------------------------------------------|------------|-----|
| Subject name and code                       | Human Capital Management, PG_00171391                                                            |                                                          |                                         |                                     |                                                |            |     |
| 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                               | full-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                                                                               |                                                          | dr Aleksandra Bielawska                 |                                     |                                                |            |     |
|                                             | Teachers                                                                                         |                                                          | dr Aleksandra Bielawska                 |                                     |                                                |            |     |
| Lesson types                                | Lesson type                                                                                      | Lecture                                                  | Tutorial                                | Laboratory                          | Project                                        | Seminar    | SUM |
|                                             | Number of study hours                                                                            | 0.0                                                      | 15.0                                    | 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                                                       |                                         | 10.0                                |                                                | 25.0       | 50  |
| Subject objectives                          | - to familiarize students with the essence and role of human capital in modern economic entities |                                                          |                                         |                                     |                                                |            |     |
|                                             | - to present the importance of human capital in socio-economic development                       |                                                          |                                         |                                     |                                                |            |     |
|                                             | - to show the specificity of human capital management in international enterprises               |                                                          |                                         |                                     |                                                |            |     |

| Learning outcomes | Course outcome                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Subject outcome                                                                                                                                                           | Method of verification                                                                                                            |
|-------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|
|                   | [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 creating personnel strategies in individual enterprises.                                                                              | [SW2] presentation/project/paper/report                                                                                           |
|                   | [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 humans as creators of economic goods, including human capital management strategies in organizations.                            | [SW1] oral statement/conversation/discussion                                                                                      |
|                   | [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 socio-economic ties and their impact on the creation and implementation of personnel strategies in enterprises.                     | [SW1] oral statement/conversation/discussion<br>[SW2] presentation/project/paper/report<br>[SW5] implementation of a problem task |
|                   | [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 the ability to apply in practice the acquired solutions in the field of human capital management.                                                         | [SU5] implementation of a problem task                                                                                            |
|                   | [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 is able to independently analyze and evaluate personnel strategies in organizations based on case studies.                                                    | [SU5] implementation of a problem task                                                                                            |
|                   | [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 analyze and carry out tasks related to planning, implementing and monitoring personnel strategies in the organization                              | [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 a group and take on managerial roles in projects related to human capital management.                                                 | [SU1] oral statement/conversation/discussion<br>[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                                                                                                                                                                                                                                                                                                                                                                                                                  | The student demonstrates the ability to think independently and analyze socio-economic phenomena as factors influencing the management of human capital 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 building personnel strategies based on intellectual property resources.                                                               | [SW5] implementation of a problem task                                                                                            |
| Subject contents  | [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                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                           |                                                                                                                                   |
|                   | <p>- human capital recruitment process- employee selection methods, introduction to work- evaluation of work results - methods of assessing employees (evaluation questionnaires, evaluation interviews, etc.)- development of human capital in the organization - employee development plan, career paths,- remuneration of employees - remuneration functions- layoffs, retirement- selected problems of human capital management in international enterprises</p> <p>Doubts arising during the problem-solving stage or interpretative issues related to the subject matter will be addressed during consultations</p> |                                                                                                                                                                           |                                                                                                                                   |

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| Prerequisites and co-requisites                                | Students should have general knowledge of microeconomics, economic policy, organization and management, and business science. In particular, they should know the mechanisms of the functioning of the labor market and the instruments of influence on this market. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                               |
| Assessment methods and criteria                                | Subject passing criteria                                                                                                                                                                                                                                             | Passing threshold                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Percentage of the final grade |
|                                                                | case study                                                                                                                                                                                                                                                           | 0.0%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 60.0%                         |
|                                                                | presentation                                                                                                                                                                                                                                                         | 0.0%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 25.0%                         |
|                                                                | activity                                                                                                                                                                                                                                                             | 0.0%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 15.0%                         |
| Recommended reading                                            | Basic literature                                                                                                                                                                                                                                                     | Gospodarowanie kapitałem ludzkim. Wyzwania organizacyjne i prawne, red. A. Rogozińska-Pawelczyk, Wydawnictwo Uniwersytetu Łódzkiego, Łódź 2015<br><br>Zarządzanie zasobami ludzkimi. Tworzenie kapitału ludzkiego w organizacji, [red.] H. Król, A. Ludwiczynski, Wyd. Naukowe PWN, Warszawa 2010<br><br>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<br><br>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<br><br>P. Kulawczuk, A. Poszewiecki (red.) Wpływ społecznej odpowiedzialności biznesu i etyki biznesu na zarządzanie przedsiębiorstwem, FRUG, Gdańsk 2007 |                               |
|                                                                | eResources addresses                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                               |
| Example issues/<br>example questions/<br>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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