

**Subject card**

<b>Subject name and code</b>	Law in Human Capital Management , PG_00177874						
<b>Field of study</b>	Management						
<b>Date of commencement of studies</b>	October 2026	<b>Academic year of realisation of subject</b>			2027/2028		
<b>Education level</b>	Master's studies	<b>Subject group</b>			Obligatory subject group in the field of study Optional subject group Subject group related to scientific research in the field of study		
<b>Mode of study</b>	full-time studies	<b>Mode of delivery</b>			at the university		
<b>Year of study</b>	2	<b>Language of instruction</b>			Polish		
<b>Semester of study</b>	3	<b>ECTS credits</b>			4.0		
<b>Learning profile</b>	academic	<b>Assessment form</b>			exam		
<b>Conducting unit</b>	Department of Organisational Behaviour -> Faculty of Management -> Rector						
<b>Name and surname of lecturer (lecturers)</b>	<b>Subject supervisor</b>		dr Piotr Zieliński				
	<b>Teachers</b>						
<b>Lesson types</b>	<b>Lesson type</b>	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	<b>Number of study hours</b>	45.0	0.0	0.0	0.0	0.0	45
	E-learning hours included: 0.0						
<b>Learning activity and number of study hours</b>	<b>Learning activity</b>	Participation in didactic classes included in study plan		Participation in consultation hours		Self-study	SUM
	<b>Number of study hours</b>	45		3.0		52.0	100
<b>Subject objectives</b>	The aim of the course is to acquaint students with labour law norms especially those governing the establishment, duration and termination of employment relationships and to present selected issues connected with the functioning of particular labour law institutions.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZARZMU2_K01] The student is prepared to gain and enhance the knowledge required to solve both cognitive and practical problems, particularly in the areas of management and quality sciences. Additionally, the student is capable of critically evaluating the knowledge and content received and will seek guidance from experts if they encounter difficulties in resolving a problem independently.	The student critically and constructively addresses labor law issues, taking into account the interests of both the employee and the employer, while analyzing risks and consequences including potential legal sanctions as well as other ethical and moral implications.	[SK4] test/exam - oral or written
	[ZARZMU2_W07] The student possess a comprehensive understanding of legal regulations and ethical norms, including those related to intellectual property protection, which are essential for business decision-making.	The student describes the characteristics of an employment relationship and explains labor law regulations within the scope covered by the course curriculum.	[SW4] test/exam - oral or written
	[ZARZMU2_U05] The student can identify and correctly apply legal, professional, and ethical standards in business decision-making.	The student analyzes contract provisions including employment contracts and civil-law contracts distinguishes between them, and identifies labor-law norms among other legal norms and applies them.	[SU4] test/exam - oral or written
Subject contents	<ol style="list-style-type: none"> <li>1. Concept, subject matter, and classification of labor law</li> <li>2. Functions of labor law</li> <li>3. Principles of labor law</li> <li>4. Sources of labor law (in particular: concept, classification, and hierarchy)</li> <li>5. Characteristics of the employment relationship</li> <li>6. Establishment of a contractual employment relationship</li> <li>7. Termination of a contractual employment relationship</li> <li>8. Remuneration for work</li> <li>9. Obligations of the parties to the employment relationship</li> <li>10. Employee leave entitlements</li> <li>11. Working time</li> <li>12. Employee liability</li> </ol>		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	written exam (test)	51.0%	100.0%
Recommended reading	Basic literature	Stelina, J. (ed.), <i>Labor Law</i> , Warsaw 2023.	
	Supplementary literature	Act of 26 June 1974 Labour Code (consolidated text: Journal of Laws of 2025, item 277, as amended).	
	eResources addresses		
Example issues/ example questions/ tasks being completed	<ol style="list-style-type: none"> <li>1. Choosing the proper method of interpretation (linguistic, purposive, or systemic) when construing a provision of an employment contract.</li> <li>2. Distinguishing an employment contract from a contract of mandate on the basis of the examples provided.</li> <li>3. Describing the various working-time systems.</li> <li>4. Describing the types of employee liability. Assessing a given situation (case study) with respect to the likelihood of it being deemed an instance of mobbing (workplace bullying).</li> </ol>		
Work placement	Not applicable		

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