

Subject card

Subject name and code	Modern HR tool in the light of IO development - lecture, PG_00173746						
Field of study							
Date of commencement of studies	October 2024		Academic year of realisation of subject		2025/2026		
Education level	Bachelor's studies		Subject group		Optional subject group		
Mode of study	full-time studies		Mode of delivery		e-learning		
Year of study	2		Language of instruction		Polish polish		
Semester of study	4		ECTS credits		1.0		
Learning profile	practical		Assessment form		credit		
Conducting unit	Faculty of Law and Administration -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		dr Marta Zbucka-Gargas				
	Teachers		dr Marta Zbucka-Gargas				
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	15.0	0.0	0.0	0.0	0.0	15
	E-learning hours included: 15.0						
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		0.0		10.0	25
Subject objectives	Presentation of the impact of artificial intelligence (AI) on the transformation of HR processes.						
	Analysis of modern tools supporting recruitment, employee assessment, competence development and talent management.						
	Developing the ability to critically evaluate AI tools from an ethical, legal and organisational perspective.						
	Shaping practical skills in the use of AI technology in human resource management.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	ADMINL3_WG01	know key AI tools	[SW4] test/exam - oral or written [SW1] oral statement/ conversation/discussion [SW2] presentation/project/paper/ report [SW5] implementation of a problem task
	ADMINL3_WK06	know how to implement HR process	[SW4] test/exam - oral or written [SW1] oral statement/ conversation/discussion [SW2] presentation/project/paper/ report [SW3] text preparation/written work
	ADMINL3_WG04	understand the ethical and legal implications of operating AI in practice	[SW4] test/exam - oral or written [SW1] oral statement/ conversation/discussion [SW2] presentation/project/paper/ report [SW3] text preparation/written work
	ADMINL3_WG05	understand legal use of AI	[SW4] test/exam - oral or written [SW1] oral statement/ conversation/discussion [SW2] presentation/project/paper/ report [SW3] text preparation/written work
	ADMINL3_WG03	understand of using AI	[SW1] oral statement/ conversation/discussion
	ADMINL3_WG02	understand of using AI	[SW4] test/exam - oral or written [SW2] presentation/project/paper/ report [SW3] text preparation/written work
Subject contents	Introduction to AI in HR technology basics, history, trends. AI-supported recruitment ATS, CV selection algorithms, video recruitment, chatbots. Onboarding and employee experience personalising the employee experience using AI. Competence and training management L&D platforms, adaptive learning, VR/AR. Employee assessment and people analytics predictive analytics, KPIs, feedback tools. Employee wellbeing and engagement mood monitoring, proactive solutions. Ethics and law GDPR, algorithmic bias, transparency of AI processes. The future of HR in the age of AI labour market development scenarios, the role of the HR Business Partner.		
Prerequisites and co-requisites	none		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	100	51.0%	100.0%
Recommended reading	Basic literature	A. Sobczyk, Labor Law, Commentary, CH Beck, 2023 materials available during the class - up to date to the time of the class	

	Supplementary literature	J. Stelina, Labor Law, CH Beck, 2023
	eResources addresses	
Example issues/ example questions/ tasks being completed	Design an onboarding process using AI. Compare two ATS tools (e.g. Lever vs. Greenhouse) in terms of AI features and ethics. Develop a reputation crisis scenario related to the unethical use of AI in recruitment and propose corrective actions. What are the risks of automating CV pre-selection using AI? How does predictive analytics predict employee turnover? What are the limits of employee profiling? Can a recruitment chatbot improve the candidate experience or rather worsen it? Create a model for evaluating training effectiveness using AI-generated data.	
Work placement	Not applicable	

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