

Subject card

Subject name and code	Human Resources Management, PG_00155976						
Field of study	Management of Healthcare Institutions						
Date of commencement of studies	October 2025		Academic year of realisation of subject			2025/2026	
Education level	Bachelor's studies		Subject group			Obligatory subject group in the field of study Subject group related to practical vocational preparation	
Mode of study	full-time studies		Mode of delivery			at the university	
Year of study	1		Language of instruction			Polish	
Semester of study	2		ECTS credits			6.0	
Learning profile	practical		Assessment form			credit	
Conducting unit							
Name and surname of lecturer (lecturers)	Subject supervisor		dr Marek Kalinowski				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	15.0	30.0	0.0	0.0	0.0	45
	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	45		15.0		90.0	150
Subject objectives	The aim of the course is to provide students with basic theoretical and practical knowledge in human resources management, necessary to understand the role and importance of human capital in an organization and to develop skills in planning, recruiting, motivating, and evaluating employees in the context of achieving organizational goals.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZISZL3_W06] The student knows to an advanced degree the relationships that occur between organizations (including forms of interaction with health care units) and between the organization and the human being, in particular medical personnel and the patient.	Student knows, at an advanced level, the relationships between the units representing the employer, including the HR department and managers, and the employed staff, both in the context of meeting the organization's staffing needs and taking into account the employee's expectations.	[SW4] test/exam - oral or written
	[ZISZL3_U06] The student is able to identify, forecast and simulate selected economic and social phenomena in relation to the macro scale (economy, demography, health), as well as in micro terms (medical entities) using methods and tools applied in management.	Student is able to assess the state of human resources to the extent necessary to implement the processes of recruitment, selection, remuneration, evaluation and development of employees.	[SU4] test/exam - oral or written
	[ZISZL3_U05] The student is able to correctly select and apply methods and tools used, inter alia, in management and quality sciences, economics, sociology adequate to the problem and specificity of management of medical entities.	Student is able to select and apply appropriate tools for recruiting, retaining and developing employees in the organization, is able to create and adapt them to the needs of the organization	[SU2] presentation/project/paper/report
	[ZISZL3_K05] The student understands the need and is aware of the necessity to behave in an ethical, sustainable and socially responsible manner in professional life.	Student is aware of the consequences of ethical and unethical conduct in the area of human resources management in an organization and understands the need to apply ethical principles when performing employee duties.	[SK4] test/exam - oral or written
	[ZISZL3_K08] The student is ready to work in, contribute to and manage teams.	Student creates tools for managing human resources in teams, assuming roles that enable optimal implementation of set goals.	[SK2] presentation/project/paper/report
	[ZISZL3_W08] The student has knowledge of the evolution of views on the role of health care units in society and the place of man in the organization, his role in social, economic and public administration activities.	The student has knowledge about the place of a person in an organization, the essence of the relationship between an employee and the organization, and the social and psychological contexts that determine the effectiveness of human resources management.	[SW4] test/exam - oral or written
	[ZISZL3_W03] The student knows and understands to an advanced degree the functions of management and the role of managers in their implementation, as well as ways to achieve the goals of health care units.	Student knows and understands the role and course of human resources management processes in an organization, as well as the roles played in these processes by management, the HR department and employees.	[SW4] test/exam - oral or written
	[ZISZL3_K01] The student is able to critically analyse the received content with particular emphasis on social and economic sciences.	The student is able to critically analyze the principles, methods, and tools of human potential management in an organization, and is able to identify the factors determining employee behavior and the mechanisms of team operation.	[SK4] test/exam - oral or written
Subject contents	1. The essence of HR strategy 2. Recruiting job candidates 3. Selecting job candidates 4. Compensating employees 5. Evaluating employees 6. Training employees 7. Career management		
Prerequisites and co-requisites			

Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	project	51.0%	40.0%
	test	51.0%	60.0%
Recommended reading	Basic literature	1. Juchnowicz M., Zarządzanie kapitałem ludzkim. Procesy, narzędzia, aplikacje, PWE Warszawa 2019. 2. Pocztowski A., Zarządzanie zasobami ludzkimi, PWE, Warszawa, 2018. 3. Armstrong M., Zarządzanie zasobami Ludzkimi, Wolters Kluwer Polska, Warszawa 2016. 1. Listwan T., Zarządzanie kadrami, CH Beck, Warszawa 2010.	
	Supplementary literature	1. Wybrane zagadnienia zarządzania kompetencjami pracowników, red. M. Tyrańska, CH Beck warszawa 2021.	
	eResources addresses		
Example issues/ example questions/ tasks being completed			
Work placement	Not applicable		

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