

Subject card

Subject name and code	ICT Applications in Human Resource Management, PG_00177882						
Field of study	Management						
Date of commencement of studies	October 2025		Academic year of realisation of subject		2026/2027		
Education level	Master's studies		Subject group		Obligatory subject group in the field of study Optional subject group Subject group related to scientific research in the field of study		
Mode of study	full-time studies		Mode of delivery		at the university		
Year of study	2		Language of instruction		Polish Polish		
Semester of study	4		ECTS credits		3.0		
Learning profile	academic		Assessment form		credit		
Conducting unit	Department of Organisational Behaviour -> Faculty of Management -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		dr hab. Piotr Wróbel				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	0.0	30.0	0.0	0.0	0.0	30
	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	30		2.0		43.0	75
Subject objectives	Familiarising students with selected IT tools, including artificial intelligence, used in human capital management, and developing practical skills in their application.						
Learning outcomes	Course outcome		Subject outcome		Method of verification		
	[ZARZMU2_U12] The student can use technologies and IT systems (including advanced ones) to support the execution of management-related tasks.		The student evaluates and selects appropriate technologies and IT tools (including AI) for the implementation of HR processes in organisations, and then uses them effectively.		[SU2] presentation/project/paper/report		
	[ZARZMU2_W05] The student possesses a thorough understanding of advanced methods and techniques for acquiring, developing, and utilizing data in complex decision-making and management processes.		The student identifies different types of data required to address HR problems and selects appropriate methods for acquiring them.		[SW2] presentation/project/paper/report		
	[ZARZMU2_U03] Students can obtain and verify data from selected sources, present and analyze economic processes and phenomena.		The student collects, verifies, and organises data necessary for solving HR problems and subsequently integrates and analyses these data using HR Analytics tools.		[SU2] presentation/project/paper/report		

Subject contents	1. AI in assessing employee sentiment and feedback 2. ATS (Applicant Tracking Systems) and recruitment systems 3. AI in candidate pre-selection 4. Recruitment interviews supported by AI 5. E-learning and development platforms for employees 6. HR Analytics basic tools and applications		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	project	51.0%	100.0%
Recommended reading	Basic literature	B. Eubanks (2018), Artificial Intelligence for HR: Use AI to Support and Develop a Successful Workforce, Kogan Page M. Meacham (2020), AI in Talent Development: Capitalize on the AI Revolution to Transform the Way You Work, Learn, and Live, Association for Talent Development A. Upadhyay, K. Khandelwal, J. Iyengar (2021), AI Revolution in HRM: The New Scorecard, Sage Tams, S., & Fritz, M. (2020). AI in recruitment: Revolutionizing talent acquisition in the digital age. Human Resource Management Review, 30(4), 1-18.	
	Supplementary literature	S. Strohmeier (2022), Handbook of Research on Artificial Intelligence in Human Resource Management, Edward Elgar Publishing	
	eResources addresses		
Example issues/ example questions/ tasks being completed	-		
Work placement	Not applicable		

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