

Subject card

Subject name and code	Human Resources Management, PG_00178467						
Field of study	Management						
Date of commencement of studies	October 2025		Academic year of realisation of subject			2026/2027	
Education level	Bachelor's studies		Subject group			Obligatory subject group in the field of study Subject group related to scientific research in the field of study	
Mode of study	part-time studies		Mode of delivery			at the university	
Year of study	2		Language of instruction			Polish	
Semester of study	3		ECTS credits			6.0	
Learning profile	academic		Assessment form			exam	
Conducting unit	Department of Organisational Behaviour -> Faculty of Management -> Rector						
Name and surname of lecturer (lecturers)	Subject supervisor		dr hab. Tomasz Kawka				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	16.0	16.0	0.0	0.0	0.0	32
	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	32		2.0		116.0	150
Subject objectives	The aim of the course is to provide students with basic theoretical and practical knowledge in the field of 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	
	[ZARZL3_W03] The student has advanced knowledge and understanding of the nature and dynamics of the organization's relationship with stakeholders, the phenomena, processes, and interrelationships occurring in the organization's environment, and their impact on its functioning.		The student analyses and interprets key trends in the area of HRM and their connections with the contemporary organisational environment and labour market.			[SW4] test/exam - oral or written [SW2] presentation/project/paper/report	
	[ZARZL3_W06] The student has advanced knowledge and understanding of the principles of rational decision-making about individual resources, functional areas in the organization, processes, and management levels.		The student identifies and explains the principles of shaping human resources management processes that determine the effectiveness of an enterprise's functioning.			[SW4] test/exam - oral or written [SW2] presentation/project/paper/report	
	[ZARZL3_W04] To an advanced degree, the student knows and understands a person's role, place, and behaviour in an organization, both in individual, group, and organizational dimensions.		The student distinguishes and evaluates the principles, methods and tools of managing human potential in an organization, is able to identify factors determining employee behavior and mechanisms of functioning of teams.			[SW4] test/exam - oral or written [SW2] presentation/project/paper/report	

Subject contents	1. Strategic dimension of personnel management: models of personnel management, essence of personnel strategy, place of the personnel function in various types of organizational structures; 2. Work study: concept and phases, concept and elements of job description, qualification standards and requirement profiles, principles of creating job descriptions; 3. Recruitment of employees: concept, functions, types, sources, methods, alternatives; 4. Selection of job candidates: concept, criteria, stages, models, methods; 5. Job evaluation: concept, methods, procedure, use of results; 6. Remuneration of employees: concept, functions, criteria of differentiation, forms, components, principles of shaping basic pay, principles of shaping bonuses and awards and other components, instruments shaping remuneration; 7. Assessment of employees: concept, objectives, criteria, entities assessed and assessing, frequency of assessments, methods, principles and errors of assessment, procedure of conducting periodic assessments; 8. Employee training: concept, importance of training, process stages, training needs analysis, training planning and design, training implementation, training results evaluation; 9. Career management: concept, role of the organization in planning employees' professional careers, benefits of career planning, types of professional careers, stages of career development, stages of career planning.		
Prerequisites and co-requisites	Students should know the basic concepts and theories of management foundations.		
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	written project and its presentation	51.0%	50.0%
	written exam	51.0%	50.0%
Recommended reading	Basic literature	1. Juchnowicz M., Zarządzanie kapitałem ludzkim. Procesy, narzędzia, aplikacje, PWE Warszawa 2019. 2. Poczowski A., Zarządzanie zasobami ludzkimi, PWE, Warszawa, 2018. 3. Armstrong M., Zarządzanie zasobami Ludzkimi, Wolters Kluwer Polska, Warszawa 2016. 4. Listwan T., Zarządzanie kadrami, CH Beck, Warszawa 2010.	
	Supplementary literature	1. Jamka B., HR na zakręcie. Zarządzanie przez pomiar czy aktywacja kreatywności? Wolters Kluwer Polska, Warszawa 2019. 2. Michalczyk R., Pszczółkowski P. Analityka i wskaźniki efektywności procesów HR, Wolters Kluwer Polska, Warszawa 2020. 3. Wybrane zagadnienia zarządzania kompetencjami pracowników, red. M. Tyrańska, CH Beck warszawa 2021.	
	eResources addresses	Basic https://zzi.ipiss.com.pl/ - link to IPISS Supplementary https://hrstandard.pl/ - link to HRStandard	
Example issues/ example questions/ tasks being completed	1. What are the characteristics that distinguish a person as an organizational value? 2. What is the strategic approach to human capital in an organization? 3. What are the advantages and disadvantages of internal and external selection in an organization? 4. Can motivation and motivating be based only on material tools?		
Work placement	Not applicable		

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