

Subject card

Subject name and code	Law in Human Capital Management , PG_00178786						
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	part-time studies		Mode of delivery		at the university		
Year of study	2		Language of instruction		Polish Polish		
Semester of study	3		ECTS credits		4.0		
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 Piotr Zieliński				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	24.0	0.0	0.0	0.0	0.0	24
	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	24		1.0		75.0	100
Subject objectives	The purpose of the course is to familiarize students with labor-law regulationsespecially those governing the establishment, duration, and termination of employmentand to present selected issues related to the functioning of specific labor-law institutions.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZARZMU2_U05] The student can identify and correctly apply legal, professional, and ethical standards in business decision-making.	The student analyzes the content of contracts including employment contracts and civil-law contracts distinguishes between them, and identifies labor-law norms among other legal rules, applying them appropriately.	[SU4] 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 the employment relationship and explains labor-law regulations within the scope covered by the course curriculum.	[SW4] test/exam - oral or written
	[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 resolves labor-law issues, taking into account the interests of both employee and employer, and conducts a risk analysis of potential consequences, including legal sanctions as well as other ethical and moral implications.	[SK4] test/exam - oral or written
Subject contents	1. Concept, subject matter, and classification of labor law 2. Functions of labor law 3. Principles of labor law 4. Sources of labor law (in particular: concept, classification, and hierarchy) 5. Characteristics of the employment relationship 6. Establishment of a contractual employment relationship 7. Termination of a contractual employment relationship 8. Remuneration for work 9. Obligations of the parties to the employment relationship 10. Employee leave entitlements 11. Working time 12. Employee liability		
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>Labour 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	1. Selecting the appropriate interpretive method (linguistic / literal, purposive / teleological, or systemic) when construing a clause in an employment contract. 2. Distinguishing an employment contract from a contract of mandate on the basis of the given examples. 3. Characterizing working-time systems. 4. Characterizing the types of employee liability. 5. Assessing a given scenario (case study) with regard to the likelihood of it being recognized as workplace bullying (mobbing).		
Work placement	Not applicable		

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