

Subject card

Subject name and code	Unlocking the Potential of an Effective Employee (Selection, Adaptation, Evaluation, and Development), PG_00178210						
Field of study	Management						
Date of commencement of studies	October 2026	Academic year of realisation of subject			2027/2028		
Education level	Bachelor's studies	Subject group			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		
Semester of study	4	ECTS credits			7.0		
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 Marek Kalinowski				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	30.0	30.0	15.0	0.0	0.0	75
	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	75		4.0		96.0	175
Subject objectives	Students have up-to-date knowledge in the field of acquiring, retaining and developing employees in an organization, they are familiar with the solutions used in organizations in the field of: employee selection, professional adaptation, assessment, training and employee careers.						
Learning outcomes	Course outcome		Subject outcome		Method of verification		
	[ZARZL3_U02] The student can identify problems related to the organization's functioning, its processes, and its relations with the environment and propose adequate solutions.		The student creates and applies tools for identifying and developing employee competencies.		[SU2] 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 describes the principles and methods used by organizations to recruit, select, evaluate and develop employees.		[SW4] test/exam - oral or written		
	[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 describes the relationships between the organization and the employee in the context of acquiring and developing the organization's human capital.		[SW4] test/exam - oral or written		

Subject contents	<p>1. Recruitment - the essence and functions of recruitment, recruitment alternatives, sources and types of recruitment, internal and external market, requirements for job candidates - defining requirements for job candidates, selection criteria, the problem of discrimination in employment, the essence of selection, selection procedures, criteria for choosing selection methods</p> <p>2. Employee adaptation - the essence and goals of adaptation, types, participating entities and stages of organized adaptation, principles of employee adaptation, forms of integrating new employees.</p> <p>3. Employee assessment - the essence and features of assessment - current and periodic assessments, assessment objectives and criteria, advantages and limitations of use, assessment - relative and absolute, assessment interview: stages, principles of preparation and conduct, assessing and assessed entities, assessment procedure, principles and errors made during assessment.</p> <p>4. The essence of employee development, employee development planning, identification of employee training needs, creation of an employee training program and plan, implementation of employee training, assessment of the course and results of employee training.</p> <p>5. Career management essence and goals, principles, participating entities, professional career path.</p>											
Prerequisites and co-requisites												
Assessment methods and criteria	<table border="1" data-bbox="451 607 1487 712"> <thead> <tr> <th data-bbox="451 607 794 640">Subject passing criteria</th> <th data-bbox="794 607 1139 640">Passing threshold</th> <th data-bbox="1139 607 1487 640">Percentage of the final grade</th> </tr> </thead> <tbody> <tr> <td data-bbox="451 640 794 674">test</td> <td data-bbox="794 640 1139 674">51.0%</td> <td data-bbox="1139 640 1487 674">60.0%</td> </tr> <tr> <td data-bbox="451 674 794 712">project</td> <td data-bbox="794 674 1139 712">51.0%</td> <td data-bbox="1139 674 1487 712">40.0%</td> </tr> </tbody> </table>			Subject passing criteria	Passing threshold	Percentage of the final grade	test	51.0%	60.0%	project	51.0%	40.0%
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test	51.0%	60.0%										
project	51.0%	40.0%										
Recommended reading	Basic literature	<p>1. Armstrong M., Zarządzanie zasobami ludzkimi, Wolters Kluwert, 2018</p> <p>2. Pocztowski A., Zarządzanie zasobami ludzkimi. Koncepcje, metody, wyzwania, PWE, Warszawa 2018.</p> <p>3. Juchnowicz M. (red.), Zarządzanie kapitałem ludzkim, , PWE, Warszawa 2014.</p> <p>4. Listwan T. (red.), Zarządzanie kadrami, C.H Beck, Warszawa 2011</p> <p>5. Sidor-Rządkowska M., Kompetencyjne systemy ocen pracowników, Wolters Kluwer, Kraków 2006.</p> <p>Mikołajczak W. M., Nowe trendy w rekrutacji pracowników, Kwartalnik Naukowy Uczelni Vistula, 2019; 4(62): 70-88</p> <p>Igielski M., Metody selekcji stosowane przez współczesne przedsiębiorstwa w procesie rekrutacji, Studia i Prace WNEIZ US nr 51/2 2018, s. 153-164</p>										
	Supplementary literature	<p>1. Król H., Ludwiczynski A. (red.), Zarządzanie zasobami ludzkimi, PWN, Warszawa 2011.</p> <p>2. Dale M., Skuteczna rekrutacja i selekcja pracowników, Oficyna Wolters Kluwer, Warszawa 2006.</p> <p>3. Czubasiewicz H., Okresowe ocenianie pracowników. Konfiguracja i projektowanie systemu, Wyd. UG, Gdańsk 2005.</p>										
	eResources addresses											
Example issues/ example questions/ tasks being completed												
Work placement	Not applicable											

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