

Subject card

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|--|--|--|--|-------------------------------------|--|---|-----|
| Subject name and code | Human Capital Management, PG_00178749 | | | | | | |
| Field of study | Management | | | | | | |
| Date of commencement of studies | October 2026 | Academic year of realisation of subject | | | 2026/2027 | | |
| Education level | Master'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 | 1 | Language of instruction | | | Polish | | |
| Semester of study | 1 | ECTS credits | | | 4.0 | | |
| 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. Tomasz Kawka | | | | |
| | Teachers | | | | | | |
| Lesson types | Lesson type | Lecture | Tutorial | Laboratory | Project | Seminar | SUM |
| | Number of study hours | 16.0 | 8.0 | 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 aim of the subject is to deepen students' knowledge in the field of strategic personnel decisions and to develop skills in the practical application of modern methods of human resources management in the context of investing in human capital. The subject enables understanding of contemporary conditions and factors determining decision-making processes in the area of HR, with particular emphasis on the role of man as a key strategic resource of the organization | | | | | | |
| Learning outcomes | Course outcome | | Subject outcome | | | Method of verification | |
| | [ZARZMU2_U02] The student can identify complex issues related to the organization's operations, the processes within it, and its relationships with a changing environment, proposing appropriate and innovative solutions. | | The student recognizes problems related to the implementation of human capital management processes in an organization in the context of the contemporary labor market. | | | [SU4] test/exam - oral or written | |
| | [ZARZMU2_W04] The student possesses a deep understanding of human behavior, including individual, group, and organizational dynamics within an organization. | | The student analyzes and interprets the role and importance of human capital in an organization and understands the mechanisms that shape people's behavior in the work environment. | | | [SW4] test/exam - oral or written | |
| | [ZARZMU2_U06] Students can utilize and integrate structured, detailed knowledge of management, quality sciences, economics, and finance to address dilemmas and formulate solutions, including innovative ones, to complex or atypical management problems that arise in professional settings. | | The student effectively conveys information on complex problems related to human functioning in an organization, including proposing innovative solutions in the area of personnel policy and the development of intellectual capital. | | | [SU2] presentation/project/paper/report | |

| Subject contents | <p>1. Introduction to human capital management Human capital as a strategic resource of an organization The concept, essence and components of human capital The role of human capital in creating organizational value and competitive advantage</p> <p>2. Evolution of the concept of managing people in an organization Differences between human resource management and human capital management The importance of human capital in building competitive advantage Models of the personnel function from the perspective of human capital</p> <p>3. Measurement and valuation of human capital from a managerial and financial perspective Models of assessing the value of human capital HR indicators and personnel cost analysis</p> <p>4. Strategic human capital management (SHCM) Integration of business strategy and HR HR as a strategic partner in the development of an organization</p> <p>5. Organizational culture and the use of human capital The impact of values, norms and attitudes on the development of human potential Shaping an organizational culture that supports the development of human capital</p> <p>6. Acquiring and developing talents Modern methods of recruitment and selection Onboarding and adaptation employees Talent management and succession planning</p> <p>7. Social dimension of investment in human capital Training policy and return on investment in employee development</p> <p>CSR, sustainable development and employee well-being Diversity and inclusion management</p> <p>8. Knowledge and intellectual capital management Knowledge management processes in the organization Knowledge sharing methods and good practices</p> <p>9. Work efficiency assessment Employee assessment methods and tools Feedback and developmental conversations Using assessment results in human capital management</p> <p>10. Empowerment as a philosophy of human capital management Empowerment functions and goals Empowerment methods and tools Micromanagement and the culture of silence</p> | | | | | | | | | | | |
|--|--|-------------------------------|--|--------------------------|---|-------------------------------|--------------------------|--|-------|--------------------------------------|-------|-------|
| Prerequisites and co-requisites | | | | | | | | | | | | |
| Assessment methods and criteria | <table border="1"> <thead> <tr> <th data-bbox="456 1102 794 1133">Subject passing criteria</th> <th data-bbox="801 1102 1139 1133">Passing threshold</th> <th data-bbox="1145 1102 1473 1133">Percentage of the final grade</th> </tr> </thead> <tbody> <tr> <td data-bbox="456 1133 794 1164">written test</td> <td data-bbox="801 1133 1139 1164">51.0%</td> <td data-bbox="1145 1133 1473 1164">50.0%</td> </tr> <tr> <td data-bbox="456 1164 794 1196">written project and its presentation</td> <td data-bbox="801 1164 1139 1196">51.0%</td> <td data-bbox="1145 1164 1473 1196">50.0%</td> </tr> </tbody> </table> | | | Subject passing criteria | Passing threshold | Percentage of the final grade | written test | 51.0% | 50.0% | written project and its presentation | 51.0% | 50.0% |
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| Example issues/ example questions/ tasks being completed | | | | | | | | | | | | |
| Work placement | Not applicable | | | | | | | | | | | |

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