

Subject card

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|--|---|--|---|------------|--|---------|-----|
| Subject name and code | ICT Applications in Human Resource Management, PG_00178794 | | | | | | |
| Field of study | Management | | | | | | |
| Date of commencement of studies | October 2026 | Academic year of realisation of subject | | | 2027/2028 | | |
| 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 | | |
| 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 | 16.0 | 0.0 | 0.0 | 0.0 | 16 |
| | 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 | 16 | 1.0 | 58.0 | 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_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_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_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 | <ol style="list-style-type: none"> AI in assessing employee sentiment and feedback ATS (Applicant Tracking Systems) and recruitment systems AI in candidate pre-selection Recruitment interviews supported by AI E-learning and development platforms for employees HR Analytics basic tools and applications | | | | | | |

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| 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 | <p>B. Eubanks (2018), Artificial Intelligence for HR: Use AI to Support and Develop a Successful Workforce, Kogan Page</p> <p>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</p> <p>A. Upadhyay, K. Khandelwal, J. Iyengar (2021), AI Revolution in HRM: The New Scorecard, Sage</p> <p>Tams, S., & Fritz, M. (2020). AI in recruitment: Revolutionizing talent acquisition in the digital age. Human Resource Management Review, 30(4), 1-18.</p> | |
| | 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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