

Subject card

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| Subject name and code | Law in Human Capital Management , PG_00178786 | | | | | | |
| 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 | 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 regulations especially those governing the establishment, duration, and termination of employment and to present selected issues related to the functioning of specific labor-law institutions. | | | | | | |

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| Learning outcomes | Course outcome | Subject outcome | Method of verification |
| | [ZARZMU2_W07] 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_U05] 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_K01] 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 | <ol style="list-style-type: none"> 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 | <ol style="list-style-type: none"> 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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