

Subject card

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| Subject name and code | Digital transformation in HR - auditorium classes, PG_00198197 | | | | | | |
| Field of study | Administration | | | | | | |
| 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 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 polish | | |
| Semester of study | 4 | ECTS credits | | | 1.0 | | |
| Learning profile | academic | Assessment form | | | credit | | |
| Conducting unit | Faculty of Law and Administration -> Rector | | | | | | |
| Name and surname of lecturer (lecturers) | Subject supervisor | | dr Marta Zbucka-Gargas | | | | |
| | Teachers | | | | | | |
| Lesson types | Lesson type | Lecture | Tutorial | Laboratory | Project | Seminar | SUM |
| | Number of study hours | 0.0 | 15.0 | 0.0 | 0.0 | 0.0 | 15 |
| | 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 | 15 | | 2.0 | | 8.0 | 25 |
| Subject objectives | <p>Familiarizing students with the processes of digital transformation in human resource management (HR),</p> <p>Presenting digital tools supporting personnel administration,</p> <p>Developing competencies in analyzing the impact of technology on labor law and public administration,</p> <p>Preparing students to use HR systems in professional practice.</p> | | | | | | |

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| Learning outcomes | Course outcome | Subject outcome | Method of verification |
| | [ADMINMU2_U01] Using their own knowledge and other sources of information, they are able to identify, analyze, and resolve complex problems, formulate their own theses, and interpret phenomena related to the organization and functioning of public administration as well as selected domains of social and economic life, particularly those characteristic of the state and the information society. | knows & understands AI for HR | [SU1] oral statement/conversation/discussion [SU2] presentation/project/paper/report [SU3] text preparation/written work [SU4] test/exam - oral or written |
| | [ADMINMU2_W02] At an advanced level, identifies and understands the legal and administrative determinants of various forms of social and economic life, including those characteristic of the state and the information society, as well as issues relating to different aspects of the application of new technologies. | is able to analyze AI processes for HR | [SW4] test/exam - oral or written [SW1] oral statement/conversation/discussion [SW2] presentation/project/paper/report [SW3] text preparation/written work |
| [ADMINMU2_U04] Is able to professionally plan and organize work, and is prepared to actively participate in teams involved in carrying out administrative tasks, including leading such teams. | understand modern HR | [SU1] oral statement/conversation/discussion [SU2] presentation/project/paper/report [SU3] text preparation/written work [SU4] test/exam - oral or written | |
| Subject contents | <p>Introduction to digital transformation</p> <p>HR in the digital era basic concepts</p> <p>HR systems (HRIS, ATS, ERP)</p> <p>Digitalization of HR processes</p> <p>Online recruitment and employer branding</p> <p>Data analysis in HR (HR analytics)</p> <p>Artificial intelligence in HR</p> <p>Personal data protection (GDPR) in HR</p> | | |
| Prerequisites and co-requisites | none | | |
| Assessment methods and criteria | Subject passing criteria | Passing threshold | Percentage of the final grade |
| | 100 | 51.0% | 100.0% |
| Recommended reading | Basic literature | <p>Armstrong M., <i>Human Resource Management</i>, Kogan Page, 2020 klasyczne kompendium wiedzy o HR z uwzględnieniem cyfryzacji.</p> <p>Parry E., Strohmeier S., <i>HRM and Digital Transformation</i>, Routledge, 2019 kompleksowe omówienie wpływu technologii na HR.</p> <p>Marler J.H., Boudreau J.W., <i>An Evidence-Based Review of HR Analytics</i>, Human Resource Management, 2017 podstawy analizy danych w HR.</p> | |

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| | Supplementary literature | <p>Deloitte, <i>Global Human Capital Trends</i></p> <p>PwC, <i>Workforce of the Future</i></p> <p>Strohmeier S., <i>Digital HRM: A Conceptual and Empirical Review</i>, International Journal of Human Resource Management, 2020.</p> |
| | eResources addresses | |
| Example issues/ example questions/ tasks being completed | <p>The impact of digital HR systems on recruitment processes in public administration.</p> <p>Analysis of legal risks related to personal data processing in HR (GDPR).</p> <p>Using HR analytics in making personnel decisions.</p> <p>Automation of HR processes benefits and challenges for organizations.</p> | |
| Work placement | Not applicable | |

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