

Subject card

Subject name and code	Digital transformation in HR - lecture, PG_00198198						
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			3.0		
Learning profile	academic	Assessment form			exam		
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	30.0	0.0	0.0	0.0	0.0	30
	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	30		2.0		43.0	75
Subject objectives	<p>Presentation of the impact of artificial intelligence (AI) on the transformation of HR processes.</p> <p>Analysis of modern tools supporting recruitment, employee assessment, competence development and talent management.</p> <p>Developing the ability to critically evaluate AI tools from an ethical, legal and organisational perspective.</p> <p>Shaping practical skills in the use of AI technology in human resource management.</p>						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ADMINMU2_W03] Knows and understands the current dilemmas concerning the functioning of public administration and the application of legal institutions within the sphere of the state, administration, and the economy, including in the context of the creation and development of various forms of entrepreneurship, with particular emphasis on regulations concerning new technologies law.	understand dilemma AI for HR	[SW4] test/exam - oral or written [SW1] oral statement/ conversation/discussion [SW2] presentation/project/paper/ report [SW3] text preparation/written work
	[ADMINMU2_K04] He/she knows and understands the principles of entrepreneurship relevant to the effective organization of work in administration carrying out tasks with the use of new technologies.	understand significant role of AI for HR	[SK1] oral statement/conversation/ discussion [SK2] presentation/project/paper/ report [SK3] text preparation/written work [SK4] 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.	know legal & IT requirement of AI for HR	[SW4] test/exam - oral or written [SW1] oral statement/ conversation/discussion [SW2] presentation/project/paper/ report [SW3] text preparation/written work	
Subject contents	<p>Introduction to AI in HR technology basics, history, trends.</p> <p>AI-supported recruitment ATS, CV selection algorithms, video recruitment, chatbots.</p> <p>Onboarding and employee experience personalising the employee experience using AI.</p> <p>Competence and training management L&D platforms, adaptive learning, VR/AR.</p> <p>Employee assessment and people analytics predictive analytics, KPIs, feedback tools.</p> <p>Employee wellbeing and engagement mood monitoring, proactive solutions.</p> <p>The future of HR in the age of AI labour market development scenarios, the role of the HR Business Partner.</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	A. Sobczyk, Labor Law, Commentary, CH Beck, 2023	
		materials available during the class - up to date to the time of the class	
	Supplementary literature	J. Stelina, Labor Law, CH Beck, 2023Strohmeier S., <i>Digital HRM: A Conceptual and Empirical Review</i> , International Journal of Human Resource Management, 2020.	
	eResources addresses		

<p>Example issues/ example questions/ tasks being completed</p>	<p>Design an onboarding process using AI.</p> <p>Compare two ATS tools (e.g. Lever vs. Greenhouse) in terms of AI features and ethics.</p> <p>Develop a reputation crisis scenario related to the unethical use of AI in recruitment and propose corrective actions.</p> <p>What are the risks of automating CV pre-selection using AI?</p> <p>How does predictive analytics predict employee turnover?</p> <p>What are the limits of employee profiling?</p> <p>Can a recruitment chatbot improve the candidate experience or rather worsen it?</p> <p>Create a model for evaluating training effectiveness using AI-generated data.</p>
<p>Work placement</p>	<p>Not applicable</p>

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