

**Subject card**

<b>Subject name and code</b>	Human Capital Management, PG_00199293						
<b>Field of study</b>	Economics						
<b>Date of commencement of studies</b>	October 2026	<b>Academic year of realisation of subject</b>			2026/2027		
<b>Education level</b>	Master's studies	<b>Subject group</b>			Obligatory subject group in the field of study Subject group related to scientific research in the field of study		
<b>Mode of study</b>	full-time studies	<b>Mode of delivery</b>			at the university		
<b>Year of study</b>	1	<b>Language of instruction</b>			Polish		
<b>Semester of study</b>	1	<b>ECTS credits</b>			4.0		
<b>Learning profile</b>	academic	<b>Assessment form</b>			credit		
<b>Conducting unit</b>	Department of Sustainable Market Processes -> Faculty of Economics -> Rector						
<b>Name and surname of lecturer (lecturers)</b>	<b>Subject supervisor</b>		dr hab. Piotr Zientara				
	<b>Teachers</b>						
<b>Lesson types</b>	<b>Lesson type</b>	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	<b>Number of study hours</b>	15.0	15.0	0.0	30.0	0.0	60
	E-learning hours included: 0.0						
<b>Learning activity and number of study hours</b>	<b>Learning activity</b>	Participation in didactic classes included in study plan		Participation in consultation hours		Self-study	SUM
	<b>Number of study hours</b>	60		0.0		40.0	100
<b>Subject objectives</b>	Familiarizing students with the essence and role of human capital in contemporary economic entities. Presenting the significance of human capital in socio-economic development. Illustrating the specifics of human capital management in international enterprises.						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[EKONMU2_W05] has a knowledge of the human being as a manufacturer and consumer and has a knowledge of the human being as a creator of culture and social structures	has advanced knowledge about employee issues in the workplace	[SW4] test/exam - oral or written
	[EKONMU2_W11] knows the detailed principles of establishing and developing forms of individual entrepreneurship, using the knowledge of economics, finance and management sciences	knows detailed principles of creating and developing forms of individual entrepreneurship, particularly in the area of human resource management	[SW4] test/exam - oral or written [SW1] oral statement/ conversation/discussion
	[EKONMU2_K04] is ready to think and act in an entrepreneurial manner; adapts to new situations and conditions; undertakes challenges of creative thinking; acquires resilience to failures; can assess risks and threats and find ways of counteracting their effects	is ready to think and act in an entrepreneurial manner, adapts to new situations and conditions, and takes on the challenges of creative thinking.	[SK1] oral statement/conversation/ discussion
	[EKONMU2_U13] can manage teamwork as well as interact and work in a team (including in an international environment) assuming a leading role in it	can lead a team's work and collaborate effectively within a team.	[SU4] test/exam - oral or written
	[EKONMU2_U14] can appropriately identify priorities and plan and organise tasks related to their implementation, as well as monitor and assess progress	can appropriately define tasks in the process of managing human capital	[SU4] test/exam - oral or written
	[EKONMU2_W10] knows the terms and principles of protection of industrial property and copyright, and understands the necessity of management of intellectual property resources	knows and understands the basic concepts and principles in the field of industrial property protection and copyright law, as well as the necessity of managing intellectual property resources	[SW1] oral statement/ conversation/discussion
	[EKONMU2_U07] can independently propose solutions to complex economic or social problems, select methods of analysis and conduct conclusive procedures in this respect	has the ability to independently propose solutions to specific economic problems and conduct procedures for making decisions in this regard.	[SU1] oral statement/conversation/ discussion [SU4] test/exam - oral or written
	[EKONMU2_U06] can practically apply various forms and range of acquired knowledge in economics, finance and management, supplementing it with an independent critical analysis of its efficiency and usefulness	possesses the ability to apply various forms and scopes of acquired economic knowledge in practice, complementing it with critical analysis of effectiveness and usefulness	[SU1] oral statement/conversation/ discussion [SU4] test/exam - oral or written
	[EKONMU2_W04] has an in-depth knowledge of different types of economic and social ties and regularities governing them; has an in-depth knowledge of economic and financial ties between enterprises	has knowledge about various types of ties and socio-economic relations created by the discipline of economics, as well as the regularities governing them, including within the chosen specialization in the field of economics.	[SW4] test/exam - oral or written [SW1] oral statement/ conversation/discussion
	[EKONMU2_U08] can independently analyse economic and social phenomena and processes, and can perform a theoretically deepened assessment of such phenomena, using appropriately selected research method	is capable of independently analyzing economic and social phenomena and processes, particularly in the field of human capital management.	[SU1] oral statement/conversation/ discussion

Subject contents	<p>The essence of human capital - definitions and terms, evolution of the role of human capital in the economy from "labour force" to "immaterial labour". Human capital and the need for its continuous development in a knowledge-based economy - evolution of the nature of work (full-time, part-time, flexible forms of employment, self-employment). The influence of organizational culture on personnel policy in organizations - the concept of corporate social responsibility in the context of human capital management - workplace diversity - evolution of diversity concepts, advantages and disadvantages of workforce diversity, combating workplace discrimination (regulations in EU countries and other countries). Human capital acquisition process - competency-based approach, sources of recruitment in domestic and international enterprises, employee selection methods, onboarding - performance assessment - employee evaluation methods (performance questionnaires, appraisal interviews, etc.). Human capital development in organizations - employee development plan, career paths, succession planning, managerial succession planning, training, job rotation, and temporary staffing. Employee compensation - functions of remuneration - layoffs, retirement transitions - selected human capital management issues in international enterprises.</p> <p>In order to deepen their understanding of the concepts discussed during lectures, students have the opportunity to attend consultations.</p>		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
Recommended reading	Basic literature	<p>Gospodarowanie kapitałem ludzkim. Wyzwania organizacyjne i prawne, red. A. Rogozińska-Pawelczyk, Wydawnictwo Uniwersytetu Łódzkiego, Łódź 2015 Zarządzanie zasobami ludzkimi. Tworzenie kapitału ludzkiego w organizacji, [red.] H. Król, A. Ludwicyński, Wyd. Naukowe PWN, Warszawa 2010 M. Armstrong, S. Taylor, Zarządzanie zasobami ludzkimi, Wolters Kluwer, Warszawa 2016 D. Simpson, Istota i konsekwencje ekonomiczne wypalenia zawodowego [w:] International Business and Global Economy, Biznes międzynarodowy w gospodarce globalnej, ed. by the Institute of International Business, University of Gdansk, Gdańsk 2013, nr 32, s. 187-201 D. Simpson, Strategie zróżnicowania personelu w świetle polityki UE przeciwdziałania dyskryminacji w miejscu pracy, [w:] Wyzwania gospodarki globalnej, Prace i Materiały Instytutu Handlu Zagranicznego UG, tom 1, FRUG, Sopot 2010 D. Simpson, Trendy w międzynarodowej mobilności pracowników, Studia i Materiały. Miscellanea Oeconomicae. 2016, R. 20, nr 3, t. 3, s. 41-48, ISSN: 2081-2345 P. Zientara, Związki zawodowe w największych gospodarkach Europy a przemiany</p>	
	Supplementary literature	<p>K. Baładynowicz-Panfil, Starzenie się społeczeństw jako determinanta kształtowania współczesnych procesów migracyjnych, [w:] Wyzwania gospodarki globalnej, Prace i Materiały Instytut Handlu Zagranicznego, tom 1, FRUG Sopot 2010 P. Kulawczuk, A. Poszewiecki (red.) Wpływ społecznej odpowiedzialności biznesu i etyki biznesu na zarządzanie przedsiębiorstwem, FRUG, Gdańsk 2007 A. Pocztowski, Z. Wiśniewski (red.) Zarządzanie zasobami ludzkimi w warunkach nowej gospodarki, Oficyna Ekonomiczna, Kraków 2004, L. Edvinsson, M.S. Malone, Kapitał intelektualny, Wyd. Naukowe PWN, Warszawa 2001 D. Simpson, Zróżnicowanie kulturowe personelu w przedsiębiorstwach międzynarodowych a zdolność do generowania wiedzy i innowacji, [w:] Problemy współczesnej gospodarki światowej, Prace i Materiały Instytutu Handlu Zagranicznego UG, FRUG, Sopot 2004 P. Zientara, Aktywizacja zawodowa osób po 55 roku życia w UE, "Wspólnoty Europejskie", nr 6, Instytut Badań Rynku, Konsumpcji i Koniunktur, Warszawa 2008</p>	
	eResources addresses		
Example issues/ example questions/ tasks being completed	<p>Human Capital and the Need for Its Continuous Development</p> <p>The Impact of Organizational Culture on Personnel Policy in Organizations</p> <p>The Concept of Corporate Social Responsibility in the Context of Managing Human Capital</p>		
Work placement	Not applicable		