

Subject card

Subject name and code	Human Capital Management, PG_00155459						
Field of study	Management						
Date of commencement of studies	October 2024	Academic year of realisation of subject			2024/2025		
Education level	postgraduate 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	1	Language of instruction			English		
Semester of study	2	ECTS credits			4.0		
Learning profile	academic	Assessment form					
Conducting unit	Zakład Zarządzania Zasobami Ludzkimi -> Katedra Organizacji i Zarządzania -> Faculty of Management						
Name and surname of lecturer (lecturers)	Subject supervisor		dr hab. Tomasz Kawka				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	15.0	15.0	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		21.0		49.0	100
Subject objectives	Acquiring knowledge and the ability to use in practice in the field of modern trends in the HR, in the context of the determinants of investment in human capital. Getting to know the contemporary determinants of HR decision-making in relation to the people as the most important capital of the organization's development						

Learning outcomes	Course outcome	Subject outcome	Method of verification
	[ZARZMU2_K04] The student knows the need to resolve dilemmas related to the profession's performance and fulfilling social obligations. He correctly identifies them.	Is aware of the need to resolve dilemmas related to the profession of an HR specialist, personnel manager, specialist related to social problems of management	[SK1] oral statement/conversation/discussion
	[ZARZMU2_K05] The student is ready to make an in-depth assessment of phenomena and justify his position through rational, logical and entrepreneurial use of knowledge - basing his assertions and decisions on an in-depth analysis of the information he receives.	Is ready to make an in-depth assessment of phenomena related to shaping people's attitudes and behaviors as the most valuable capital of the organization	[SK1] oral statement/conversation/discussion
	[ZARZMU2_W10] The student identifies, understands, explains in an in-depth manner the mechanism of functioning of functional areas in an enterprise, their interrelationships and their role in the implementation of enterprise objectives.	Identifies, understands and explains in depth the mechanisms of building employee teams and making personnel decisions in the context of HR strategy	[SW2] presentation/project/paper/report
	[ZARZMU2_W03] The student has an extended knowledge of the organizational and legal forms of establishment and functioning of enterprises and the development of various forms of individual entrepreneurship in Poland, knows and understands advanced concepts, principles and legal norms and regulations governing the functioning of business entities.	Has extensive knowledge of the organizational and legal forms of modern organizations in the context of human capital investment strategies.	[SW4] test/exam - oral or written
	[ZARZMU2_W12] The student has an in-depth knowledge and understanding of the functions of management and the role of managers in their implementation.	Knows and understands in-depth the functions of human resources management and appreciates the role of management staff in the implementation of HR processes	[SW3] text preparation/written work
	[ZARZMU2_U02] The student can use the legal acts to regulate the formal and legal organization of the establishment and operation of enterprises in Poland in an in-depth way.	Is able to use HRM-related processes, procedures and documents in an in-depth manner	[SU2] presentation/project/paper/report
[ZARZMU2_U09] The student has an in-depth ability to formulate hypotheses and objectives and solve the research problem, using the literature on the subject and appropriately selected research methods.	Has in-depth skills in implementing HR programs, processes and tools in terms of investing in the organization's human capital	[SU4] test/exam - oral or written	
Subject contents	<ol style="list-style-type: none"> 1. Introduction to Human Capital Management 2. The Managers Role in Strategic Human Capital Management 3. Strategic Personnel Planning and Job Analysis 4. Stuffing, Recruiting, Testing and Selection 5. Performance Management and Appraisal 6. Coaching, Careers, and Talent Management 7. Strategic Compensation Management 8. Non-material tools of motivating in contemporary organization 9. Performance and Financial Incentives, Benefits Systems 10. HR Controlling 11. New trends in HR Managing Global Human Resources 12. The basics of Diversity and Generation Management 		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	The test	51.0%	75.0%
	The presentation	100.0%	25.0%
Recommended reading	Basic literature	<ol style="list-style-type: none"> 1. Anderson V., Wong W. Bond H., Human Capital Management Standards A Complete Guide, Kogan Page, London 2019 2. Armstrong M., Baron A., Human Capital Management. Achieving Added Value Through the People, Kogan Page, London 2008 3. Bailey C., Mankin D., Clare Kelliher C., Garavan T., Strategic Human Resource Management 2nd Edition Oxford University Press 2018 	

	Supplementary literature	<ol style="list-style-type: none"> 1. Beardwell J, Thompson A., Human Capital Management. A Contemporary Approach, Pearson Education, London, 2017 2. Blackman D., ODonnel M., Big Ran S., Human Capital Management Research, Influencing Practice and Process. A Volume in Contemporary Perspective in Human Capital and Development, Information Age Publishing, 2016 3. Fitz-ENZ J., The ROI of Human Capital: Measuring the Economic Value of Employee Performance, Amacom, NY, 2009
	eResources addresses	Adresy na platformie eNauczenie:
Example issues/ example questions/ tasks being completed	<ol style="list-style-type: none"> 1. What is the difference between the resource-based and capital-based approach to managing people? 2. What forms of development and motivation allow for achieving the highest return on human capital management? 3. Satisfaction and commitment as tools for motivating human capital 4. What are the new, modern trends in the development of the evolution of the personnel function in the 21st century? 	
Work placement	Not applicable	

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