



Subject card

Subject name and code	Human Capital and Organizational Culture, PG_00067960						
Field of study	KAPITAŁ LUDZKI I KULTURA ORGANIZACYJNA						
Date of commencement of studies	October 2025		Academic year of realisation of subject		2027/2028		
Education level	first-cycle 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	3		Language of instruction		Polish		
Semester of study	5		ECTS credits		4.0		
Learning profile	general academic profile		Assessment form		assessment		
Conducting unit	Department of Entrepreneurship -> Faculty of Management and Economics -> Wydziały Politechniki Gdańskiej						
Name and surname of lecturer (lecturers)	Subject supervisor		dr hab. Łukasz Sienkiewicz				
	Teachers						
Lesson types	Lesson type	Lecture	Tutorial	Laboratory	Project	Seminar	SUM
	Number of study hours	15.0	45.0	0.0	0.0	0.0	60
	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	60		5.0		35.0	100
Subject objectives	The main objective of the course is to acquire knowledge and skills that enable effective management of human capital and shaping an organizational culture that supports employee development and the organization's strategic goals. Achieving the course objective requires learning the principles and tools related to building, developing and maintaining the organization's human capital, as well as understanding the role of organizational values, norms and symbols in shaping the behavior of individuals and teams. Students learn to analyze the impact of organizational culture on the effectiveness of operations, decision-making and change processes, and also develop leadership and interpersonal skills necessary in managerial work.						
Learning outcomes	Course outcome		Subject outcome		Method of verification		
	[K6_W04] possesses advanced knowledge of the principles of creative and entrepreneurial activity, enabling the identification and implementation of innovative ideas while ensuring compliance with copyright protection requirements.		The student has knowledge of the role of human capital and organizational culture in creating an environment conducive to creativity and entrepreneurship in an organization. Is able to identify cultural and organizational factors that support the generation and implementation of innovative solutions in the field of employee management.		[SW1] Ocena wiedzy faktograficznej [SW2] Ocena wiedzy zawartej w prezentacji		
	[K6_K01] is ready to fulfill professional roles responsibly, taking legal, ethical, and cultural aspects into account in decision-making processes.		The student is ready to make personal and organizational decisions in a responsible manner, taking into account legal, ethical and cultural aspects affecting the functioning of teams and organizations.		[SK1] Ocena umiejętności pracy w grupie [SK5] Ocena umiejętności rozwiązywania problemów występujących w praktyce		
	[K6_U03] collaborates with others in solving interdisciplinary problems.		The student is able to work effectively in a team to solve problems related to human capital management and shaping organizational culture, taking into account various perspectives and organizational contexts.		[SU1] Ocena realizacji zadania		

Subject contents	<div>1. Human capital and human capital management as an element of organizational strategy</div> <div>2. Work analysis, job evaluation and design of competency profiles</div> <div>3. Acquisition and implementation of employees in the organization</div> <div>4. Development, motivation and assessment of employee performance</div> <div>5. Career and talent management in the organization</div> <div>6. Digital technologies in human capital management and performance measurement</div> <div>7. Formation and functioning of groups and teams in the organization</div> <div>8. Leadership, power and authority in organizational relations</div> <div>9. Decision-making processes and responsibility in teams</div> <div>10. Motivating employees and shaping attitudes and commitment</div> <div>11. Employee relations and their importance for the functioning of the organization</div> <div>12. Organizational culture as a factor influencing the behavior of individuals and teams</div> <div>13. Interpersonal communication and building trust in the work environment</div> <div>14. Conflicts, social influence and mechanisms of exerting influence in the organization</div> <div>15. Change management and ethical aspects of functioning in the organization</div>		
Prerequisites and co-requisites			
Assessment methods and criteria	Subject passing criteria	Passing threshold	Percentage of the final grade
	Active participation	50.0%	10.0%
	Presentation in class	50.0%	30.0%
	Semester project	50.0%	30.0%
	Exam	50.0%	30.0%
Recommended reading	Basic literature	<div>• Sidor-Rządkowska M., Sienkiewicz Ł. (2023). <i>Cyfrowy HR</i>. Wolters Kluwer, Warszawa.</div> <div>• Tomczak M., Krawczyk-Bryłka B. (2017). <i>Zarządzanie zasobami ludzkimi</i>. Wydawnictwo Naukowe PWN, Warszawa.</div> <div>• Armstrong M.(2020). <i>Zarządzanie zasobami ludzkimi</i>. Wolters Kluwer, Warszawa.</div> <div>• Pocztowski A. (2016). <i>Zarządzanie zasobami ludzkimi</i>. Wolters Kluwer, Warszawa.</div> <div>• Robbins S.P. (2021). <i>Zachowania w organizacji</i>. PWN, Warszawa.</div>	
	Supplementary literature	<div>• Kunasz M. (2023). <i>Przywództwo w czasach niepewności. Kompetencje liderów przyszłości</i>. Wydawnictwo Naukowe Uniwersytetu Szczecińskiego.</div> <div>• Juchnowicz M. (red.) (2016). <i>Elastyczne zarządzanie kapitałem ludzkim z perspektywy interesariuszy</i>. Polskie Wydawnictwo Ekonomiczne, Warszawa.</div> <div>• Czerska M. (2020). <i>Zarządzanie zmianą w organizacji</i>. Wydawnictwo Uniwersytetu Gdańskiego.</div> <div>• Sienkiewicz, Ł., (2018). <i>Optymalizacja użyteczności kapitału ludzkiego: perspektywa przedsiębiorstwa</i>. Warszawa: Oficyna Wydawnicza SGH.</div>	
	eResources addresses		
Example issues/ example questions/ tasks being completed	<div>• Development of a job description card and evaluation of positions in the organization.</div> <div>• Design of the onboarding process and integration of a new employee with the team.</div> <div>• Analysis of problems in the functioning of the team and proposal of corrective actions related to organizational behavior.</div> <div>• Preparation of a concept for motivating employees taking into account the specificity of the team and organizational culture.</div> <div>• Analysis and description of the impact of leadership styles on the effectiveness of teamwork.</div> <div>• Development of a selection interview scenario taking into account interpersonal and social competences.</div> <div>• Simulation of decision-making in a team and conflict management.</div> <div>• Analysis of the role of interpersonal communication and mechanisms of exerting influence in employee relations.</div>		
Practical activities within the subject	Not applicable		

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