GDAŃSK UNIVERSITY OF TECHNOLOGY

Subject card

Subject name and code	HUMAN CAPITAL IN ORGANIZATIONAL MANAGEMENT, PG_00070613		
Field of study	Economics		
Date of commencement of studies	October 2026	Academic year of realisation of subject	2028/2029
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 -> Faculties of Gdańsk University of Technology		
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	3.0	37.0	100

Subject objectives	Preparing students for effective human capital management as well as the analysis and shaping of organizational culture, based on knowledge of the principles, tools, and conditions for building, developing, and maintaining human capital in an organization, and the role of organizational values, norms, and symbols, as well as fostering leadership and interpersonal competencies, responsibility, and teamwork in the context of supporting employee development, organizational efficiency, decision-making, and change processes.

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.	Knows and understands the principles of creative and entrepreneurial action in human capital management, particularly in designing solutions and shaping an organizational culture that fosters innovation, enabling the identification and implementation of innovative ideas based on employees' potential, while simultaneously taking into account copyright protection requirements.	[SW2] Assessment of knowledge contained in presentation [SW1] Assessment of factual knowledge
[K6_U03] collaborates with others in solving interdisciplinary problems.	Is able to collaborate with others in solving problems related to human capital management and organizational culture, using teamwork and interpersonal communication to formulate and evaluate solutions that take into account different functional and cultural perspectives within the organization.	[SU1] Assessment of task fulfilment
[K6_K01] is ready to fulfill professional roles responsibly, taking legal, ethical, and cultural aspects into account in decision-making processes.	Is ready to responsibly perform professional and team roles in the area of human capital management, in particular by considering legal, ethical, and cultural conditions in managerial decisions and reflecting on the importance of organizational culture for employee development, teamwork, and achieving organizational goals.	[SK5] Assessment of ability to solve problems that arise in practice [SK1] Assessment of group work skills

Subject contents

Course content – lecture

1. Human capital and human capital management as an element of organizational strategy
2. Work analysis, job evaluation and design of competency profiles
3. Acquisition and implementation of employees in the organization
4. Development, motivation and assessment of employee performance
5. Career and talent management in the organization
6. Digital technologies in human capital management and performance measurement
7. Formation and functioning of groups and teams in the organization
8. Leadership, power and authority in organizational relations
9. Decision-making processes and responsibility in teams
10. Motivating employees and shaping attitudes and commitment
11. Employee relations and their importance for the functioning of the organization
12. Organizational culture as a factor influencing the behavior of individuals and teams
13. Interpersonal communication and building trust in the work environment
14. Conflicts, social influence and mechanisms of exerting influence in the organization
15. Change management and ethical aspects of functioning in the organization

Course content – exercises

1. Human capital and human capital management as an element of organizational strategy
2. Work analysis, job evaluation and design of competency profiles
3. Acquisition and implementation of employees in the organization
4. Development, motivation and assessment of employee performance
5. Career and talent management in the organization
6. Digital technologies in human capital management and performance measurement
7. Formation and functioning of groups and teams in the organization
8. Leadership, power and authority in organizational relations
9. Decision-making processes and responsibility in teams
10. Motivating employees and shaping attitudes and commitment
11. Employee relations and their importance for the functioning of the organization
12. Organizational culture as a factor influencing the behavior of individuals and teams
13. Interpersonal communication and building trust in the work environment
14. Conflicts, social influence and mechanisms of exerting influence in the organization
15. Change management and ethical aspects of functioning in the organization

Prerequisites and co-requisites

Assessment methods and criteria

Subject passing criteria	Passing threshold	Percentage of the final grade
Class discussions and participation	0.0%	20.0%
Presentation in class	60.0%	20.0%
Exam	60.0%	30.0%
Semester project	60.0%	30.0%

Recommended reading	Basic literature	1. Sidor-Rządkowska M., Sienkiewicz Ł. (2023). *Cyfrowy HR*. Wolters Kluwer, Warszawa. 2. Tomczak M., Krawczyk-Bryłka B. (2017). *Zarządzanie zasobami ludzkimi*. Wydawnictwo Naukowe PWN, Warszawa. 3. Armstrong M.(2020). *Zarządzanie zasobami ludzkimi*. Wolters Kluwer, Warszawa. 4. Pocztowski A. (2016). *Zarządzanie zasobami ludzkimi*. Wolters Kluwer, Warszawa. 5. Robbins S.P. (2021). *Zachowania w organizacji*. PWN, Warszawa.
	Supplementary literature	1. Kunasz M. (2023). *Przywództwo w czasach niepewności. Kompetencje liderów przyszłości*. Wydawnictwo Naukowe Uniwersytetu Szczecińskiego. 2. Juchnowicz M. (red.) (2016). *Elastyczne zarządzanie kapitałem ludzkim z perspektywy interesariuszy*. Polskie Wydawnictwo Ekonomiczne, Warszawa. 3. Czerska M. (2020). *Zarządzanie zmianą w organizacji*. Wydawnictwo Uniwersytetu Gdańskiego. 4. Sienkiewicz, Ł., (2018). Optymalizacja użyteczności kapitału ludzkiego: perspektywa przedsiębiorstwa. Warszawa: Oficyna Wydawnicza SGH.
	eResources addresses	
Example issues/ example questions/ tasks being completed	• Development of a job description card and evaluation of positions in the organization. • Design of the onboarding process and integration of a new employee with the team. • Analysis of problems in the functioning of the team and proposal of corrective actions related to organizational behavior. • Preparation of a concept for motivating employees taking into account the specificity of the team and organizational culture. • Analysis and description of the impact of leadership styles on the effectiveness of teamwork. • Development of a selection interview scenario taking into account interpersonal and social competences. • Simulation of decision-making in a team and conflict management. • Analysis of the role of interpersonal communication and mechanisms of exerting influence in employee relations.	
Practical activites within the subject	Not applicable	

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