



Subject card

Subject name and code	HUMAN CAPITAL IN ORGANIZATIONAL MANAGEMENT, PG_00070698						
Field of study							
Date of commencement of studies	October 2026		Academic year of realisation of subject		2029/2030		
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	4		Language of instruction		English		
Semester of study	7		ECTS credits		4.0		
Learning profile	general academic profile		Assessment form		exam		
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_U03] collaborates with others in solving interdisciplinary problems.	Is able to collaborate with others in solving problems related to human capital management and organisational culture, applying teamwork and interpersonal communication to formulate and evaluate solutions that take into account different functional and cultural perspectives within the organisation	[SU1] Assessment of task fulfilment
	[K6_W07] knows and understands advanced methods for analyzing the management process in technical, legal, economic, financial, and social contexts.	Knows and understands the principles of creative and entrepreneurial action in human capital management, particularly in designing solutions and shaping an organisational culture that fosters innovation, enabling the identification and implementation of innovative ideas based on employees' potential, while taking into account the requirements of copyright protection	[SW1] Assessment of factual knowledge [SW2] Assessment of knowledge contained in presentation
	[K6_K01] is ready to fulfill professional roles responsibly, taking legal, ethical, and cultural aspects into account in decision-making processes.	Is prepared to responsibly perform professional and team roles in the field of human capital management, particularly by taking legal, ethical, and cultural considerations into account in managerial decision-making, and by reflecting on the importance of organisational culture for employee development, teamwork, and the achievement of organisational goals	[SK1] Assessment of group work skills [SK5] Assessment of ability to solve problems that arise in practice
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). <i>Cyfrowy HR</i>. Wolters Kluwer, Warszawa. 2. Tomczak M., Krawczyk-Bryłka B. (2017). <i>Zarządzanie zasobami ludzkimi</i>. Wydawnictwo Naukowe PWN, Warszawa. 3. Armstrong M. (2020). <i>Zarządzanie zasobami ludzkimi</i>. Wolters Kluwer, Warszawa. 4. Pocztowski A. (2016). <i>Zarządzanie zasobami ludzkimi</i>. Wolters Kluwer, Warszawa. 5. Robbins S.P. (2021). <i>Zachowania w organizacji</i>. PWN, Warszawa.
	Supplementary literature	1. Kunasz M. (2023). <i>Przywództwo w czasach niepewności. Kompetencje liderów przyszłości</i>. Wydawnictwo Naukowe Uniwersytetu Szczecińskiego. 2. Juchnowicz M. (red.) (2016). <i>Elastyczne zarządzanie kapitałem ludzkim z perspektywy interesariuszy</i>. Polskie Wydawnictwo Ekonomiczne, Warszawa. 3. Czerska M. (2020). <i>Zarządzanie zmianą w organizacji</i>. Wydawnictwo Uniwersytetu Gdańskiego. 4. Sienkiewicz, Ł., (2018). <i>Optymalizacja użyteczności kapitału ludzkiego: perspektywa przedsiębiorstwa</i>. 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 activities within the subject	Not applicable	

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