

## ITEM CARD

Attachment No. 1 into Regulation No 3/07/2020  
of 13 July 2020 *on the model card*  
*subject at the Higher School of Management*  
*in Warsaw*

I. GENERAL BASIC INFORMATION ABOUT THE SUBJECT (MODULE)										
<b>ITEM NAME:</b> Intellectual capital in HRM										
<b>Name of the organizational unit leading the course:</b>				Faculty of Management and Technical Sciences						
<b>Name of the field of study, level of education:</b>				Management, I cycle						
<b>Learning profile:</b>				general academic						
<b>Name of the specialty:</b>				Human Resources Management						
<b>Type of learning module:</b>				specialty						
<b>Year/Semester:</b>				Year II semester 4						
<b>Person coordinating the subject:</b>				Dr. Marzena Kacprzak						
<b>Prerequisites (resulting from the succession of items):</b>				Basic knowledge of HRM						
II. FORMS OF CLASSES AND NUMBER OF HOURS										
	Lecture	Exercise	Seminar	Laboratory	Workshop	Project	Seminar	Consultation	Exam/Passing	Total hours
Full-time studies	36	30								66
Part-time studies	12	12								24
III. METHODS OF TEACHING ACTIVITIES										
<b>Forms of classes</b>			<b>Didactic methods</b>							
<b>Lecture</b>			Work with literature, feeding methods, discussions, multimedia presentations							
<b>Practiced</b>			Activating methods, problem tasks, case studies							
IV. OBJECTIVE LEARNING OUTCOMES IN RELATION TO LEARNING OUTCOMES FOR THE FIELD OF STUDY AND AREAS										
<b>Lp.</b>	<b>Description of the learning outcomes in question</b>								<b>Directional effect reference</b>	
<b>Knowledge:</b>										
1.	Knows and understands to a deeper degree the characteristics of man as a subject constituting social structures and the principles of their functioning in the use of intellectual capital								ZO1_W01 P6S_WG	
2	Knows and understands motivational theories in depth and interprets the basic assumptions of psychosocial concepts of man, methods of measuring intellectual capital								ZO1_W09 P6S_WG	
<b>Abilities:</b>										
1.	Is able to use his knowledge in the development of intellectual capital of the company, including self-employment								ZO1_U01 P6S_UW	
2.	Is able to independently plan and implement their own lifelong learning, identify threats related to the loss of intellectual capital								ZO1_U04 P6S_UU	
4.	Is able to apply in practice selected HR tools in the area of intellectual capital management								ZO1_U13 P6S_UU	
<b>Social competences:</b>										
1.	He is ready to recognize the importance of knowledge in solving problems in the field of intellectual capital in ZZM,								ZO1_K01 P6S_KK	

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2.	It is ready to adapt and act in new conditions and situations related to the use of intellectual capital, e.g. related to cultural diversity, innovation	ZO1_K03 P6S_KO
<b>V. CURRICULAR CONTENT (LEARNING)</b>		
Lp.	Lecture:	Reference to the learning outcomes in question
1.	The essence, components and role of intellectual capital in the enterprise, perception of intellectual capital	ZO1_W01 ZO1_W09 ZO1_U01 ZO1_U04 ZO1_U13 ZO1_K01 ZO1_K03
2.	Showing the conditions and specifics of intellectual capital management in contemporary organizations, demonstrating the importance of these processes in strategic management, emerging limitations	
3.	Intelligent organization – the importance of knowledge and competences of employees	
4.	Intellectual capital in practice	
5.	Valuing intellectual capital in the organization, use of technology, innovation process	
7.	Idea management in the organization – development of creativity of employees. Knowledge maps, ryśłownik.	
8.	Measurement of innovation and methods of measuring and managing the intellectual capital of the organization (m.in. Skandia Navigator, IAM, The Value Explorer, EVA, CIV, KCE)	
9.	Application of the Balanced Scorecard (BSC) concept in comprehensive management of the enterprise and its intellectual capital	
10.	The level of innovativeness of Polish enterprises.	
11.	Knowledge protection and the intellectual capital of the organization.	
12.	The meaning of work and the quality of human capital.	
13.	The role of training in the development of the intellectual capital of the organization.	
14.	Management of diversity of human resources and intellectual capital. Benefits of diversity management.	
15.	Supporting the processes of creating, acquiring and maintaining intellectual capital.	
Lp.	Exercises/workshops:	Reference to the learning outcomes in question
1	Challenges of valuing the intellectual capital of the organization	ZO1_W01 ZO1_W09
2	Valuation and measurement of the intellectual capital of the organization	ZO1_U01 ZO1_U04
3	Shaping the intellectual capital of the organization	ZO1_U13 ZO1_K01

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4	Protection of intellectual property	ZO1_K03		
5.	Obtaining, supporting and maintaining intellectual capital.			
6.	Intellectual capital management – a practical approach.			
7.	Intellectual capital and the forms and size of the organization.			
8.	Problems of shaping intellectual capital in the organization.			
9.	Technological support for intellectual capital management.			
10.	Building and managing intellectual capital in project teams.			
11.	Current state and directions of research in the field of intellectual capital.			
VI. METHODS OF ASSESSMENT OF LEARNING OUTCOMES				
Learning outcomes	Verification method	Form of classes in which EUS is verified (Learning outcome)		
Knowledge:				
ZO1_W01 ZO1_W09	Multiple-choice test, problem tasks	Lecture/Tutorials		
Abilities:				
ZO1_U01 ZO1_U04 ZO1_U13	Multiple-choice test, problem tasks	Lecture / Exercises		
Social competences:				
ZO1_K01 ZO1_K03	Multiple-choice test, problem tasks	Lecture/Tutorials		
VII. CRITERIA FOR ASSESSING ACHIEVED LEARNING OUTCOMES				
Learning outcomes	Unsatisfactory assessment The student does not know and does not understand/cannot/is not ready:	Grade range 3.0-3.5 The student knows and understands / can / is ready:	Grade range 4.0-4.5 The student knows and understands / can / is ready:	Very good rating The student knows and understands / can / is ready:
For each of the learning outcomes identified for the Knowledge, Skills and Competences module	The student obtains less than 50% max. the number of points for a given effect	The student gets from 50 to 59% max. the number of points for a given effect on a grade of 3 and  The student gets from 60 to 69% max. the number of points for a given effect per grade 3.5	The student gets from 70 to 79% max. the number of points for a given effect per grade 4, and  The student obtains from 80 to 89% max. the number of points for a given effect per rating 4.5	The student obtains more than 89% max. the number of points for a given effect
VIII. STUDENT'S WORKLOAD – NUMBER OF HOURS AND BALANCE OF ECTS CREDITS				
Type of activity ECTS			Student load	
			Studies Stationary	Part-time studies
Participation in didactic activities (lectures, exercises, tutorials, project, laboratories, workshops, seminars) – SUM of hours – from point II			66	24

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Exam/Passing		
Participation in the consultation		
Project / Essay		
Independent preparation for didactic classes	34	48
Preparing to pass a teaching class	25	55
<b>Total student workload (25h = 1 ECTS) TOTAL hours/ECTS</b>	<b>5 ECTS/125 h</b>	<b>5 ECTS/125 h</b>
Student load in classes in direct contact with the teacher	66	24
Student load in practical classes	59	101
Student load in practical vocational preparation classes		
Student load in research preparation classes		
<b>IX. LITERATURE AND OTHER DIDACTIC MATERIALS</b>		
<b>Basic literature:</b>		
<ol style="list-style-type: none"> <li>Gross-Gołacka Elwira, Bartłomiej Jefmański, Intellectual capital of enterprises in Poland selected theoretical and practical aspects, PWE 2020</li> <li>Kacperska E., Kacprzak M., Kmiec D., Król A., Łukasiewicz K., International migrations in Europe. Trendy, problem, challenges, Wyd. SGGW, Warsaw 2019.</li> <li>Human capital as a company value. Human capital measurement tool – implementation, analysis, conclusions. Ed. PARP SGH, Warsaw 2015.</li> </ol>		
<b>Supplementary literature:</b>		
<ol style="list-style-type: none"> <li>Intellectual capital: a view from the perspective of stakeholders / Stanisław Kasiewicz, Waldemar Rogowski, Monika Kicińska. - Cracow : Oficyna Ekonomiczna, 2006.</li> <li>Intellectual capital management in the organization / Teresa Czechowska-Świtaj. - Warsaw : Oficyna Wydawnicza WSM, 2005.</li> <li>Malara Z, Knowledge and intellectual capital management skills as a factor of success of a modern enterprise, [in:] Social determinants of organizational success, Prace Wydziału Zarządzania UG, Fundacja Rozwoju UG, Sopot 2009.</li> <li>Magala S., Intercultural competences, Wolters Kluwer Polska, Warsaw 2011.</li> <li>Srokowski Ł., Changing thinking about the company. Management of organizational culture in Poland, Poltext, Warsaw 2011.</li> <li>Zbiegień-Maciąg L., Culture in the organization. Identification of cultures of well-known companies, PWN, Warsaw 2013.</li> <li>Pietruszka-Ortyl A., Challenges of valuing the intellectual capital of organizations, [in:] Conditions of the success of enterprises in the knowledge-based economy, (ed.) E. Skrzypek, volume I, Wydawnictwo UMCS w Lublinie, Lublin 2004.</li> <li>Lewicka D., Management of human capital in Polish enterprises, PWN Publishing House, Warsaw 2010.</li> <li>Sikorski Cz., Cultures of the world-culture of organizations, University of Lodz Press, Łódź 2012.</li> <li>Skrzypek E., Intellectual capital and the possibilities of its valuation, [in:] Intellectual capital as a chance to improve the quality of management in the conditions of globalization, (ed.) E. Skrzypek, Volume I, ed. UMCS, Lublin 2005.</li> </ol>		
<b>Other teaching materials:</b>		
<ol style="list-style-type: none"> <li>MS Teams, Moodle</li> </ol>		