

27327 - Human Resources Management

Información del Plan Docente

Academic Year	2017/18
Faculty / School	109 - Facultad de Economía y Empresa 228 - Facultad de Empresa y Gestión Pública 301 - Facultad de Ciencias Sociales y Humanas
Degree	454 - Degree in Business Administration and Management 448 - Degree in Business Administration and Management 458 - Degree in Business Administration and Management
ECTS	6.0
Year	3
Semester	Half-yearly
Subject Type	Compulsory
Module	---

1.General information

1.1.Introduction

The course "Human Resources Management" belongs to the Department of Management and Organization. Managing human resources is a significant component of the strategic management of an organization. Within the strategic context, this course surveys the functions, processes, and techniques of human resource management. It examines human resource management from the perspective of human resources systems used and implemented by managers and human resources professionals. Equally importantly, it discusses the human resources issues all employees face and offers ways to deal with them.

1.2.Recommendations to take this course

The course is of an introductory nature directed at establishing the fundamentals of human resource management; therefore, there are no prerequisites for taking this course.

Students are strongly recommended to attend the lectures, to carry out the continuous work and to study on a regular basis.

1.3.Context and importance of this course in the degree

The effective management of human resources is the key to organizational success. Organizations are seeking new ways of dealing with problems of globalization, a weak economy, rapidly changing technology, and changing demographics in the workplace, so it is necessary handling these and other situations to ensure that the employees and organizations are competitive and high performing.

1.4.Activities and key dates

2.Learning goals

2.1.Learning goals

2.2.Importance of learning goals

Organizations in the current economic context clearly need a strong focus on flexibility and change. In this sense, managers of both public and private companies must bet on investing in people working within their organizations, as an intangible resource that can provide efficient results. A high percentage of the success or failure of any type of institution depends on how the policies of selection, training, compensation, performance management or the organization of work teams and change management, among other factors, are applied.

3.Aims of the course and competences

3.1.Aims of the course

3.2.Competences

4.Assessment (1st and 2nd call)

4.1.Assessment tasks (description of tasks, marking system and assessment criteria)

The student will prove that he/she has achieved the expected learning results by means of the following assessment tasks:

The student will be able to pass the course in either of the two sittings. For both of them, she/he can choose between a global assessment or partially considering the student's participation in course activities. The global assessment will consist of passing the final exam - which will make up 100% of the final mark. In the second option, the final mark of the course will be distributed in the following way:

- Active attitude in class discussions and the handing in of the exercises proposed in the practical sessions (20% of final mark). Students choosing this option will have to hand in all the exercises proposed on the date indicated. In-depth analysis of one or several practices in people management (20% of final mark).
- Specifically, these activities will include the following interactive activities in groups of 3, the first is related to the context of people planning in organizations, which will mean a maximum of 0.5 points, the second will include a discussion or debate of a case or Current topic, 0.75 points, the third will assume an assumption relative to compensation, 0.75 points, The delivery of the work is totally linked to the participation and defense of each of the activities to consider the rating. And the fourth, will involve the development and presentation of a group work on a case to be chosen or a topical topic to be held during the semester. The public presentation will take place in the second half of May and will represent 2 points of the note. In case of plagiarism the activity will be considered suspended.
- Final exam (60% of final mark) on the date approved by each center during the exam period in the academic calendar. This exam will have a theoretical-practical approach. The student will have to demonstrate her/his knowledge of the concepts from the syllabus and to interrelate them. The exam will, in general, consist of questions of intermediate length that require the student to know and apply the knowledge accumulated during the course to the analysis of real situations. Students choosing this option will have to obtain at least 3.5 points out of 10 in the final exam in order to be able to compute the course activities' marks.
- Voluntary activities: At times they will be offered Scientific or cultural activities of direct or indirect interest for the subject treated in the subject. In such a case, a small activity (a summary of a conference or a film, participation in an experiment, etc.) that will be valued by the teacher, being able to add a few tenths (depending on the type or of the amount of the activities carried out) on the total score of the subject *. "Likewise Individual practices will be proposed voluntary (in addition to the class), which will help to qualify the grade (always in +) "

In the evaluation of each assessment activity, the students will have to demonstrate that they know, understand and are able to use the concepts and tools explained in class in different real situations. Moreover, their capability to apply, integrate and synthesize the knowledge acquired will be evaluated.

5. Methodology, learning tasks, syllabus and resources

5.1. Methodological overview

The methodology followed in this course is oriented towards achievement of the learning objectives. A wide range of teaching and learning tasks are implemented, such as lectures, cooperative learning, problem solving, case studies, research and discussion of readings and news.

Students are expected to participate actively in the class throughout the semester.

5.2. Learning tasks

5.3. Syllabus

5.4. Course planning and calendar

5.5. Bibliography and recommended resources

[BB: Bibliografía básica / BC: Bibliografía complementaria]

BB	Dolan, Simon L.. La gestión de personas y del talento : la gestión de los recursos humanos en el siglo XXI / Simon L. Dolan, Ramón Valle Cabrera, Álvaro López Cabrales . Aravaca, Madrid : McGraw-Hill/Interamericana de España, D.L. 2014
BB	Fundamentals of human resource management / Raymond A. Noe... [et al.]. Boston [etc.] : McGraw-Hill/Irwin , cop. 2014
BB	Gómez-Mejía, Luis R.. Gestión de recursos humanos / Luis R. Gómez-Mejía, David B. Balkin, Robert L. Cardy. 8ª ed. Madrid [etc.] : Pearson Educación, D.L. 2016
BB	Lazear, Edward P., Gibbs, Michael. (2011). Economía de los recursos humanos en la práctica : gestione el personal de su empresa para crear valor e innovar. 2a. ed. Barcelona : Antoni Bosch.
BB	Lazear, Edward P.. Personnel economics in practice / Edward P. Lazear, Michael



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Gibbs . 2nd ed. Hoboken (NJ) : Wiley,
2009