

60810 - Organizations and their human resource management

Syllabus Information

Academic Year: 2019/20

Subject: 60810 - Organizations and their human resource management

Faculty / School: 110 - Escuela de Ingeniería y Arquitectura

Degree: 532 - Master's in Industrial Engineering

ECTS: 4.5

Year: 1

Semester: First semester o Second semester

Subject Type: Compulsory

Module: ---

1.General information

1.1.Aims of the course

1.2.Context and importance of this course in the degree

1.3.Recommendations to take this course

2.Learning goals

2.1.Competences

2.2.Learning goals

2.3.Importance of learning goals

3.Assessment (1st and 2nd call)

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

4.Methodology, learning tasks, syllabus and resources

4.1.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, case studies, readings, discussions, laboratory sessions, tutorials, and complementary activities (a popular race, documentary films, collaboration with external professionals, etc.).

4.2.Learning tasks

The course includes the following learning tasks:

- **Lectures** (35 hours). Presentation of the main theoretical concepts of the course. Student participation is encouraged.
- **Practice sessions** (about 8 hours). Case studies and readings to present and discuss issues related to the management of human resources. A presentation of critical analysis of readings is optional for the continuous assessment.
- **Laboratory sessions** (6 hours divided in 3 sessions of 2 hours). A number of related matters, such as the access and use of databases, will be carried out. It is optional for the continuous assessment.
- **Participation in a popular race** (will be held during the fall semester). Voluntary activity and not evaluable.
- **Autonomous work and study** (65 hours). It is essential that students distribute their workload throughout the semester.

- **Activity Type VI:** Final test/ evaluation exam (approximately 3 hours)
- **Tutorials** (2 hours).

4.3.Syllabus

The course will address the following topics:

SECTION I. THE HUMAN RESOURCE MANAGEMENT AND ENVIRONMENTAL FACTORS

1. The human resource management: concept, functions and functional organization
2. Strategic human resource management: concept, strategies and environment
3. Environment I: Legal framework and labor market. Work organization and work risk prevention
4. Environment II: Training Framework (human capital, social capital, training and education system)

SECTION II. FUNCTIONS OF HUMAN RESOURCE MANAGEMENT

1. Human resources planning, job analysis and job evaluation
2. The employment function (I): additive employment practices
3. The employment function (II): subtractive employment practices
4. Maintaining human resources (I): performance assessment
5. Maintaining human resources (II): wage policy
6. The development of human resources: training and career management.

4.4.Course planning and calendar

The following activities will take place every week:

- Weekly sessions of 2-hour lectures.
- Weekly sessions of 1-hour lectures.
- 3 sessions of laboratory sessions in small groups of 2 hours.

Further information concerning the timetable, classroom, office hours, assessment dates and other details regarding this course, will be provided on the first day of class or please refer to the EINA website.

4.5.Bibliography and recommended resources