

25934 - Human Resources

Syllabus Information

Academic Year: 2020/21

Subject: 25934 - Human Resources

Faculty / School: 301 - Facultad de Ciencias Sociales y Humanas

Degree: 270 - Degree in Psychology

ECTS: 6.0

Year: 2

Semester: First Four-month period

Subject Type: Optional

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 learning process that has been designed for this subject is based on the following:

A close connection between theory and practice, seeking the application of theory to real contexts. Emphasis will be placed on the active and meaningful learning of students.

4.2.Learning tasks

The program offered to the student to help achieve the expected results includes the following activities:

- Lectures (1.2 ECTS): 30 hours.
- Practice sessions (Type II 0.8 ECTS, Type VI 0.4 ECTS): 30 hours.
- Autonomous work: 57 hours.
- Tutorials: 4 hours.
- Assessment: 4 hours.

4.3.Syllabus

PROGRAM

PART I. Conceptual and object delimitation of the discipline. Yesterday and Today of the Human Resources function: challenges for the 21st century.

PART II. Additive processes versus subtractive processes (job and competency analysis, recruitment and selection, training, career development, performance evaluation, organizational exit).

4.4.Course planning and calendar

Calendar: theoretical and practical sessions

The calendar of the theoretical classes and the practical sessions will be provided to the students at the beginning of the course, and will also be available in Moodle.

4.5.Bibliography and recommended resources

- La gestión de personas y del talento. La gestión de los recursos humanos en el siglo XXI. Simon L. Dolan, Ramón Valle Cabrera y Álvaro López Cabrales. McGraw-Hill 2014
- La gestión de los recursos humanos. Cómo atraer, retener y desarrollar con éxito el capital humano en tiempos de transformación. Tercera edición / Simon L. Dolan, Ramón Valle Cabrera, Susan E. Jackson y Randall S. Schuler. McGraw-Hill. 2007
- El sociograma : estudio de las relaciones informales en las organizaciones / Armando Rodríguez Pérez, Dolores Morera Bello [coordinadores] . Madrid : Pirámide, 2001
- Puchol, Luis. Dirección y gestión de recursos humanos / Luis Puchol . 7ª ed. act. Madrid : Díaz de Santos, D.L. 2007
- Nuevos casos en dirección y gestión de recursos humanos : 25 casos de recursos humanos acompañados de las soluciones propuestas por sus autores / Luis Puchol [et al.] ; dibujos de Carlos Ongallo . Madrid : Díaz de Santos, D.L. 2005