

27327 - Human Resources Management

Syllabus Information

Academic year: 2023/24

Subject: 27327 - Human Resources Management

Faculty / School: 109 - Facultad de Economía y Empresa

228 - Facultad de Empresa y Gestión Pública

301 - Facultad de Ciencias Sociales y Humanas

Degree: 448 - Degree in Business Administration and Management

454 - Degree in Business Administration and Management

458 - Degree in Business Administration and Management

ECTS: 6.0

Year: 3

Semester: Second semester

Subject type: Compulsory

Module:

1. General information

People management is one of the key areas in today's organizations whose design ensures that human talent is developed in an effective and efficient way that accompanies the organization's objectives.

The course is designed to provide the basic concepts and methodologies regarding human resources and management in today's organizations with the objective of developing by students the essential tools of people management.

The course combines theory with practical case studies aimed at developing critical thinking and teamwork tools to help train decision-making skills to manage an organization comprehensively.

These approaches and goals are aligned with the Sustainable Development Goals (SDGs) of the 2030 agenda (<https://www.un.org/sustainabledevelopment/es/>), specifically with the following Health and Well-Being (3), Quality Education (4), Gender Equality (5), Decent Work and Economic Growth (8), Reducing Inequalities (10), Climate Action (13) and Partnerships to Achieve the Goals (17).

2. Learning results

1. Identify the concept of Human Resources, its scope, function, and relevance in organizations.
2. Think critically and strategically about major technological, economic, and social changes in human resources and how they affect society.
3. Identify human resources as corporate entrepreneurs within the organizations driving open innovation within them.
4. To know and apply basic people management practices and tools from a global and multidisciplinary perspective within a framework that guarantees the competitiveness of organizations and the maximum development of people while preserving the rights of all the agents involved.
5. Critically interpret the main results obtained in the case studies and develop new ideas and approaches for decision-making in a comprehensive manner.
6. Communicate orally, visually, and in writing, the results of the activities and work performed, learning to plan them, optimize time, and work as a team.

3. Syllabus

Topic 1: Basic concepts: Challenges and strategy in people management.

Topic 2: Attraction, Recruitment and Selection

Topic 3: Compensation and Benefits I (Fixed Remuneration)

Topic 4: Compensation and Benefits II (Variable Compensation)

Topic 5.-Training and Development

Topic 6.- Performance Management

Topic 7.- International/ Global Human Resources Management

Topic 8.-Current issues in People Management: People analytics and other challenges.

4. Academic activities

1.-Participatory Master Class (30h)

The concepts of the course will be presented with a practical and iterative orientation.

2.-Discussion of cases and academic and informative articles applied to each topic (30h)

The proposed cases will be analyzed with the teacher in order to enhance decision-making training.

3.-Study and personal work (40h)

4.- Preparation of reports related to the final project (40h)

5.-Evaluation tests (10h)

5. Assessment system

The course will be evaluated only in the modality of global evaluation through the following activities:

Test 1: It will consist of three activities:

a) Learning portfolio: Joint delivery and presentation of the work partially and in its entirety carried out in the course in which people management practices and tools will be applied to a particular case with different data that will be delivered to each team (35% of the grade, minimum 6 out of 10).

The evaluation criteria are:

- 1.-The breadth and depth of knowledge about the tool being described.
2. The quality of its data, as reflected in the examples it provides.
3. The completeness of your analysis: all relevant concepts of the course must be applied to evaluate the proposed practice.
4. The critical and analytical capacity of the student body, the ability to work in teams and to communicate the results.

b) Individual analysis of a case study (20% of the grade)

The evaluation criteria are:

- 1.-Handling of tools for designing people management practices and policies.
- 2.-Analysis and extrapolation of the case to other environments.
- 3.- Report submitted

c) Participation in classes dedicated to conceptual development (10% of the grade).

Demonstration of continuous monitoring and learning of the contents of the course. through participation in class by responding to the questions or debates that in each class. the teacher.

It will be evaluated from 0 to 10 and will represent 10% of the grade. The scoring system will be according to the number of effective "quality" participations. Low quality participations do not score and do not subtract.

Test 2: Individual written test of short questions (35% of the grade, minimum 4 out of 10)

The evaluation criteria are content mastery, use of terminology, accuracy of concepts and justification of arguments.

If the student does not pass or does not present these activities during the semester, he/she will have the opportunity to pass the course by means of a global individual written test in the two official exams which will represent 100% of the grade.