

30146 - Human Resources Management

Syllabus Information

Academic year: 2023/24

Subject: 30146 - Human Resources Management

Faculty / School: 179 - Centro Universitario de la Defensa - Zaragoza

Degree: 563 - Bachelor's Degree in Industrial Organisational Engineering

ECTS: 6.0

Year: 4

Semester: First semester

Subject type: Optional

Module:

1. General information

The objectives of this subject are to introduce and familiarize students with the basic concepts, tools and decisions in human resources, making them aware of the importance of relationships between people in the workplace and their impact on the future of the organization to which they belong.

These approaches and objectives are fundamentally aligned with Goal 8 "Decent work and economic growth " of the United Nations 2030 Agenda (<https://www.un.org/sustainabledevelopment/es/>), in such a way that the acquisition of the learning results of the subject provides training and knowledge, skills and competencies to contribute to some extent to its achievement.

2. Learning results

1. Defines the essential concepts of Human Resources Management to facilitate communication and vision among the components of the Company or Public Administration.
2. Analyses the processes for the management of human resources as a fundamental pillar in the operation of a company or Public Administration.
3. Analyses the problems faced by a human resources manager and provides appropriate guidance in solving them.

3. Syllabus

PART I. Intra-organizational behaviour and implications for HR management

UNIT 1. Human resources management

UNIT 2. Human resource planning

PART II. Human resources leadership and management functions

UNIT 3. Job analysis, description and evaluation

UNIT 4. Job function. Additive processes

UNIT 5. Job function. Subtractive processes

UNIT 6: Performance evaluation and management

UNIT 7: Professional development: training and career

4. Academic activities

Face-to-face activities:

Type 1: Lecture class

Type 2: Problem and case solving, critical reasoning, situation simulation and exposition

Type 3: Tutoring and/or tutoring classes

Assessment Theoretical-practical deliveries and global test

Non-face-to-face activities:

Type 1: Study and review of subject material and recommended bibliography

Type 2: Problem solving, case studies and assignments

Assessment Specific preparation for the different evaluation tests and the global test

5. Assessment system

FIRST CALL

Continuous Assessment

In the continuous assessment procedure, students must demonstrate the results of their learning through the following instruments:

1. Practical activities, 70% of final grade. Carried out in teams, made up of the same members throughout the semester. They will consist of discussion on current issues, commentary on readings, case studies and resolution of assumptions.
2. Short individual written test, 30% of the final grade. Development questions to demonstrate the acquisition of knowledge and skills of the subject. It is necessary to obtain a minimum of 5 points out of 10 to pass the subject.

Overall test

Students who do not pass the subject by continuous evaluation or want to improve their grade, will have the right to take this test, set in the academic calendar, with the best of the grades obtained prevailing. The student's ability to relate the theoretical knowledge learned to real-world hypothetical situations will be analysed..

SECOND CALL

Overall test

Students who do not pass the subject in the first exam may sit for this exam, with the same characteristics as the previous exam.

In all cases, a grade equal to or higher than 5 must be obtained in order to pass the subject.

EVALUATION INSTRUMENTS. Their weighting and the learning results (RA) assessed.

Assessment instruments:	Weighting	LR-1	RA-2	RA-3
Practical group activities	70%	X	X	X
Brief individual test	30%	X	X	X
Overall test	100%	X	X	X