

30623 - Human Resources Management

Syllabus Information

Academic year: 2023/24

Subject: 30623 - Human Resources Management

Faculty / School: 109 - Facultad de Economía y Empresa

Degree: 432 - Joint Law - Business Administration and Management Programme

ECTS: 6.0

Year: 5

Semester: First semester

Subject type: Compulsory

Module:

1. General information

People management is one of the key areas in today's organisations whose design ensures that human talents developed in an effective and efficient way that accompanies the organisation's goals.

The term is designed to provide the basic concepts and methodologies regarding human resources and management in today's organisations with the goal of the development by the students of the basic tools of people management.

The term combines theory with practical case studies that aim to develop critical thinking and teamwork tools to help train decision critical thinking and teamwork tools to help train decision-making skills in order to comprehensively manage an organization.

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), Education for All (4), Education for All (5), and Education for All (6)

Quality (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 the 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 organizations.
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 way decision making in a comprehensive manner.
6. -Communicate orally, visually and in writing, the results of the activities and work done, learning to plan them, optimize time and work as a team.

3. Syllabus

Unit 1.- Basic concepts: Challenges and strategy in people management

Unit 2.- Attraction, Recruitment and Selection

Unit 3- Compensation and Benefits I (Fixed Remuneration)

Unit 4- Compensation and Benefits II (Variable Compensation)

Unit 5.-Training and Development

Unit 6.- Performance Management

4. Academic activities

1.-Participative Master Class (30h)

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

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

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

3.-Study and personal work (40h)

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

5.-Assessment tests (10h)

5. Assessment system

The subject will be assessed only in the global assessment modality by means of the following activities:

Exhibit 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 subject 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 mark, minimum 6 out of 10)

The assessment 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 offers
3. The completeness of its analysis: all relevant concepts of the course must be applied to assess the proposed practice
4. Students' critical and analytical skills, their ability to work in teams and communicate results

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

The assessment criteria are:

- 1.-Handling of tools for the design of 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 subject through class participation through participation in class by answering questions or debates that the teacher may ask at any time.

It will be assessed from 0 to 10 and will represent 10% of the grade. The scoring system will be as follows

according to the number of effective "quality" participations. Low quality participations do not score and do not subtract.

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

The assessment 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, they will have the opportunity to pass the subject by means of a global individual written test in two official calls, which will be 100% of the grade.