

Academic Year/course: 2023/24

68851 - Strategic Human Resource Vision in Organisations

Syllabus Information

Academic year: 2023/24

Subject: 68851 - Strategic Human Resource Vision in Organisations

Faculty / School: 108 - Facultad de Ciencias Sociales y del Trabajo

Degree: 632 - Master's Degree in Strategic Human Resources Management

ECTS: 6.0

Year: 1

Semester: First semester

Subject type: Compulsory

Module:

1. General information

This subject provides a deeper understanding of the importance of human resources in the strategy and results of the organization. The close relationship between the organization's overall strategic process and the human resources strategy is presented. The development of the subject will allow us to know the concepts that explain the strategic vision of the company and how human resources management should be aligned with this approach. The company's mission, vision and culture are the premises for establishing the strategy, on which the way of working and managing the organization's fundamental resources - human resources - must be based.

These approaches and objectives are aligned with the following Sustainable Development Goals (SDGs) of the United Nations Agenda 2030 (<https://www.un.org/sustainabledevelopment/es/>), so that the acquisition of the learning results of the subject provides training and competence to contribute to some extent to the achievement of Goals 8 and 10.

2. Learning results

- To assess the impact of the human resources function on business results.
- To plan, formulate and implement human resources objectives and strategies in a business organization.
- To know, understand and know how to use the tools for management design and control.
- To manage change in a business organization.

3. Syllabus

1. Concept of strategy and strategic management process.
2. The role of HR and its impact on business results.
3. Strategic HR Management. Formulation and implementation of objectives and strategies.
4. Management Control. Design and control tools (*Balanced Scorecard*).
5. Change Management.

4. Academic activities

The subject has **6 ECTS, which implies 150 hours of student work**. These 150 hours are structured in two main blocks: classroom hours and non-classroom hours.

Classroom hours: 24 hours distributed in 8 hours of class per week for 3 weeks. The classroom sessions will be theoretical-practical, and practical activities will include case studies, readings or exercises, as well as workshops or lectures.

Non-classroom hours: 36 asynchronous hours to be completed by students during the 3 weeks of the subject. In these sessions the students will work on the materials and practical exercises, cases or readings provided by the teachers.

Assessment: 3h.

Non-classroom hours of student work: 87 h.

At the beginning of the subject, the subject faculty will inform the students of the different key dates of the various assessment procedures, delivery of reports, assignments, seminars and other proposed activities.

5. Assessment system

The subject can be taken in **continuous or single assessment** mode.

Continuous assessment system*:

In the continuous assessment*, the student will be evaluated according to the following criteria:

- **Theory (50% final grade):** completion of an objective test (multiple-choice) of 30 questions with 3 alternative answers, of which only one is correct. The random correction formula will be applied (two failures subtract one success). A minimum grade of 4 points out of 10 must be obtained in this test to average with the rest of the grades.
- **Practical (40% final grade):** the practical case or cases established by the teacher must be completed and submitted on the indicated dates.
- **Participation (10% final grade):** active participation of the student in face-to-face and non-face-to-face activities, including the final lecture of the subject, by means of interventions, consultations, contribution of experiences, etc.

***To benefit from the continuous assessment system, it is necessary that the student attends at least 80% of the face-to-face sessions and the final lecture of the subject. Otherwise, the student will automatically pass to the single assessment mode.**

2. Single assessment mode:

The single assessment will be evaluated according to the following criteria:

- **Theory (50% final grade):** completion of an objective test (multiple-choice) of 30 questions with 3 alternative answers, of which only one is correct. The random correction formula will be applied (two failures subtract one success). A minimum grade of 4 points out of 10 must be obtained in this test to average with the rest of the grades.
- **Practical (50% final grade):** an exam with open-ended questions of a practical or applied nature. A minimum grade of 4 points out of 10 must be obtained in this test in order to average with the theoretical part.

The assessment tests, both continuous and single, will be carried out on the official dates approved by the Master's Quality Assurance Committee.

The results obtained will be graded according to the current regulations of the University of Zaragoza, with a numerical scale from 0 to 10, with one decimal place, to which the corresponding qualitative grade may be added.