

## 68852 - New approaches in recruitment and personnel selection

### Syllabus Information

**Academic year:** 2023/24

**Subject:** 68852 - New approaches in recruitment and personnel selection

**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

The incorporation of people in organizations is one of the key processes for the success of human resources management. In recent years, scientific, technical and technological developments have brought about substantial changes in personnel selection. This subject critically analyses these changes, helping the student become familiar with the conduct of inclusive, fair and evidence-based personnel selection processes.

These approaches and objectives are aligned with the Sustainable Development Goals (SDGs) of the United Nations Agenda 2030 (<https://www.un.org/sustainabledevelopment/es/>), such that the acquisition of the learning results of the subject will contribute to some extent to the achievement of Goals 3 (Health and Well-being), 5 (Gender Equality) and 8 (Decent Work and Economic Growth).

### 2. Learning results

- To conduct a comprehensive recruitment and selection process.
- To plan recruitment and selection processes through the use of ICT.
- To design and manage an onboarding program for new personnel.
- To assess the effectiveness and efficiency of the recruitment and selection processes.

### 3. Syllabus

1. Fundamentals and guarantees in the evaluation of individuals.
2. The reactions of the candidates.
3. Recruitment.
4. Evaluation of candidates.
5. *Onboarding*.
6. Evaluation of the personnel selection process.
7. Best practices in recruitment and selection of personnel.

### 4. Academic activities

The subject has 6 ECTS, which implies 150 hours of student work distributed in face-to-face hours (40%) and non-face-to-face hours (60%). It includes the following academic activities:

**Master classes (T1):** 30 hours

Theoretical-practical sessions in which the contents of the subject will be explained, including 12 face-to-face hours and 18 non-face-to-face hours.

**Problem solving and case studies (T2):** 30 hours

Sessions to solve practical cases, readings and exercises proposed by the faculty, including 12 classroom hours and 18 non-classroom hours. It also includes seminars, workshops and/or lectures by external experts.

**Study and autonomous work of the student (T7):** 87 hours

Reading, understanding and study of the material taught in class and included in ADD-Moodle (Anillo Digital Docente) (non-classroom); preparation and completion of individual and/or group work where students apply the acquired skills and reflect on a document or presentation addressed to the teachers of the corresponding module.

**Assessment tests (T8):** 3 hours

Exams and other assessment activities.

### 5. Assessment system

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

In the **continuous assessment** the evaluation will be based on 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. A minimum grade of 4 points out of 10 must be obtained in this test to average with the rest of the grades.
- **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.

**<sup>1</sup>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.**

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.