

## 68853 - Development of Human Capital and Talent Retention

### Syllabus Information

**Academic year:** 2023/24

**Subject:** 68853 - Development of Human Capital and Talent Retention

**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 main objective of this subject is to deepen in essential aspects within the strategic management of human resources. Special emphasis is placed on acquiring the necessary knowledge to understand the complexity of human capital development and talent management and its subsequent application in the various areas of human resource management, such as job evaluation, performance evaluation, and training and talent development in organizations.

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

### 2. Learning results

1. To conduct a job evaluation using a variety of methodologies.
2. To evaluate the achievement and performance of a company's personnel.
3. To analyse and identify which needs and requirements of the organization can be solved through training and development of human resources, proposing solutions to them.
4. To design and implement training plans.
5. To design and implement career and development plans.
6. To apply tools for personal and professional development.

### 3. Syllabus

1. Job evaluation.
2. Achievement and performance evaluation.
3. The training plan.
4. The personal and professional career plan.
5. Tools for excellent personal and professional development: *coaching, mentoring, job crafting, etc.*

### 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:

**Magistral lectures (T1) (30 hours):** theoretical-practical sessions in which the contents of the subject will be explained, distributed into 12 classroom hours and 18 non-classroom hours.

**Problem solving and case studies (T2) (30 hours):** sessions to solve practical cases, readings and exercises proposed by the teacher. It includes 12 classroom-based hours and 18 non classroom-based hours. It also includes seminars, workshops and/or lectures by external experts.

**Autonomous study and 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 evaluation activities.

### 5. Assessment system

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

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. 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.

**\*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.