

27327 - Human Resources Management

Syllabus Information

Academic year: 2024/25

Subject: 27327 - Human Resources Management

Faculty / School: 109 - Facultad de Economía y Empresa

228 - Facultad de Empresa y Gestión Pública

301 - Facultad de Ciencias Sociales y Humanas

Degree: 448 - Degree in Business Administration and Management

454 - Degree in Business Administration and Management

458 - Degree in Business Administration and Management

ECTS: 6.0

Year: 3

Semester: Second semester

Subject type: Compulsory

Module:

1. General information

People management is one of the key areas in today's organizations whose design ensures that human talent is developed in a way that accompanies the strategic objectives of the organization, reinforcing the employee experience, managing people from a global perspective, and generating value.

The course is designed to provide the basic concepts and tools regarding the strategic management of people and talent so that students can learn about all areas of Human Resources and learn to align them with a business strategy, as well as the acquisition of critical competencies to promote them in organizations.

The course, of a practical nature, combines applied concepts with practical case studies whose objective is to develop critical thinking skills and teamwork to help train decision-making skills when fully managing an organization.

2. Learning results

1. Identify the concept of Human Resources, its scope, function, and relevance in organizations.
2. Think critically and strategically about 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.
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 manner.
6. Communicate orally, visually, and in writing, the results of the activities and work performed, learning to plan them, optimize time, and work as a team.

3. Syllabus

Topic 1: Basic concepts: Challenges and strategy in people management.

Topic 2: Attraction, Recruitment and Selection

Topic 3: Compensation and Benefits I (Fixed Remuneration)

Topic 4: Compensation and Benefits II (Variable Compensation)

Topic 5.-Training and Development

Topic 6.- Performance Management

Topic 7.- International/ Global Human Resources Management

Topic 8.-Current issues in People Management: People analytics and other challenges.

4. Academic activities

1.-Participatory Master Class (30h)

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

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

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

3.-Study and personal work (40h)

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

5.-Evaluation tests (10h)

5. Assessment system

The subject will be evaluated only in the global evaluation modality through the following activities:

Activity 1:

The learning portfolio: Joint delivery and presentation of the work partially and in its entirety done in the subject in which practices and tools of strategic management of people will be applied to a particular case with different data that will be delivered to each team (15% of the grade, minimum 4 out of 10).

The evaluation criteria are:

1. The breadth and depth of knowledge about the tool being described.
2. The quality of your data is reflected in the examples you provide.
3. The completeness of its analysis: all relevant concepts of the course must be applied to evaluate the proposed practice.
4. The critical and analytical capacity of the students, the ability to work in a team and communicate the results.

Activity 2: Theoretical-practical written test (25% of the grade, minimum 6 out of 10).

The evaluation criteria are:

Application of basic strategic people management tools and decision-making aligned with the business strategy and the rest of the organizational elements.

Activity 3: Individual written test on the date marked in the official exams (60% of the grade).

The evaluation criteria are mastery of the contents, use of terminology, accuracy of concepts, and justification of arguments.

If the student does not pass the intermediate test and/or the course work, he/she will have the opportunity to pass the course through a global individual written test in the two official exams that will represent 100% of the grade.

Students who choose not to present any of the activities proposed in the course will have the opportunity to pass the course through a global individual written test in the two official exams that will represent 100% of the grade.

6. Sustainable Development Goals

3 - Good Health & Well-Being

4 - Quality Education

8 - Decent Work and Economic Growth