

Academic Year/course: 2024/25

## 28520 - Human Resources: Management and Leadership

### Syllabus Information

**Academic year:** 2024/25

**Subject:** 28520 - Human Resources: Management and Leadership

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

**Degree:** 428 - Degree in Labour Relations and Human Resources

**ECTS:** 6.0

**Year:** 3

**Semester:** First semester

**Subject type:** Compulsory

**Module:**

### 1. General information

The purpose of the subject is for students to acquire the fundamental knowledge on the direction and management of human resources in organizations. The basic concepts on the techniques of human resources planning, job analysis, description and evaluation, personnel assessment and compensation policies will be worked on.

For an optimal understanding of the subject it is necessary to keep in mind some of the knowledge acquired in the subjects of Business Organization and Strategic Management. Students must be constant in their work, being fundamental their attendance and active participation in class.

### 2. Learning results

- Understand the strategic relevance of the human resources function in the organization and the techniques of leadership and human resources management.
- Develop internal and external diagnostics from a strategic human resources perspective and understand the human resources strategy development process within the overall strategic management framework.
- Know the process to elaborate, develop and evaluate integrated human resources plans.

### 3. Syllabus

#### UNITS

##### Block 1:

1. Human Resources Management
2. Strategic Human Resources Management

##### Block 2:

3. Human Resources Planning
4. Job Analysis and Description (JADP)
5. Job Assessment
6. Performance Assessment
7. Remuneration

### 4. Academic activities

#### **Master classes (T1): 36 hours**

Theoretical-practical sessions in which the contents of the subject will be explained.

#### **Problem solving and case studies (T2): 24 hours**

Sessions to solve practical cases, readings and exercises proposed by the faculty.

#### **Autonomous study and work of the student (T7): 87 hours**

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

### 5. Assessment system

The course will be assessed with a **final exam** where the knowledge acquired in lectures and practical classes must be applied. The final grade is obtained through the following activities:

a. Block 1

-1. **Test (30 %):** 12 multiple-choice questions with 4 alternatives each, with the possibility of multiple answers. Each question

has a maximum value of 0.25 points.

-2. **-Theoretical-Practical (30 %)**: 3 open-ended questions. Each question is worth a maximum of 1 point.

-3. **-Practical exercises (40 %)**: 2 or 3 cases and/or practical exercises. Each case and/or practical exercise has a maximum value of 2 points.

To pass the final exam it is necessary to obtain at least 50% of the score in the following two blocks: a) Block 1:(Test + Theoretical-Practical); b) Block 2: (Practical exercises).

If any of the evaluation activities have been approved (Block), they will be retained for subsequent sessions of the same academic year .

## **6. Sustainable Development Goals**

5 - Gender Equality

8 - Decent Work and Economic Growth