

29129 - Exploiting Human Resources

Syllabus Information

Academic year: 2024/25

Subject: 29129 - Exploiting Human Resources

Faculty / School: 177 - Escuela Universitaria de Turismo

Degree: 445 - Degree in Tourism

616 - Degree in Tourism

ECTS: 6.0

Year: 3

Semester: First semester

Subject type: Compulsory

Module:

1. General information

The goal of the subject is that the student can have a basis to be part of management teams in tourism companies, and in any case, have a starting approach of all scientific disciplines that deal with the implications that the work entails. The subject delves into labor law, already studied in the second year, and incorporates knowledge about the history of labor relations and social psychology related to labor activity, in addition to an approach to other scientific disciplines related to work.

{These approaches and goals are aligned with the following Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda: goal 10: reducing inequalities, and goal 16: peace, justice and strong institutions, in such way 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

-Reflect on the role of Human Resources and the executive line in the generation of organizational capabilities that add value to the organization.

the company's activities are based on the development of human capital, in response to the strong demand for quality and efficiency in the tourism sector.

- Incorporate human resources management techniques applicable in the field of tourism and tourism services companies and organizations.

- Use the conceptual models and management tools presented during the term for the analysis of concrete experiences of the participants.

in relation to their work in the tourism sector.

3. Syllabus

UNIT 1.- INTRODUCTION TO HUMAN RESOURCES. HISTORY.

UNIT 2.- JOB DESCRIPTION AND APPRAISAL AND VALUATION OF JOBS.

UNIT 3.- ORGANIZATIONAL COMPETENCIES.

UNIT 4.- THE SELECTION PROCESS.

UNIT 5.- REMUNERATION POLICY.

UNIT 6.- PERFORMANCE MANAGEMENT AND TRAINING.

UNIT 7.- JOB SATISFACTION. PREVENTION OF OCCUPATIONAL HAZARDS.

4. Academic activities

Attendance to theoretical classes: 45 hours.

Attendance to practical classes: 15 hours.

Attendance to tutorials: 5 hours.

Conducting examinations: 7 hours.

Attendance at various activities (seminars, conferences, company visits): 5 hours.

Autonomous work of the students (problems, preparation of cases, etc.): 73 hours.

5. Assessment system

CONTINUOUS ASSESSMENT: Knowledge will be assessed through objective tests. In order to be eligible for this type of assessment, active student participation in the classroom is essential.

GLOBAL ASSESSMENT AND EXTRAORDINARY CALL: Knowledge will be evaluated through objective tests.

The student must obtain a minimum of 4 (out of 10) in all the theoretical or practical tests in order to obtain an average (If the student does not reach a 4 in any of the parts, he/she will never obtain more than a 4 in the final average).

6. Sustainable Development Goals

3 - Good Health & Well-Being

5 - Gender Equality

10 - Reduction of Inequalities