

39724 - Organisation of Human Resources

Syllabus Information

Academic year: 2024/25

Subject: 39724 - Organisation of Human Resources

Faculty / School: 175 - Escuela Universitaria Politécnica de La Almunia

Degree: 608 -

ECTS: 6.0

Year: 5

Semester: Second semester

Subject type: Compulsory

Module:

1. General information

The subject has the objective of deepening in the aspects related to the management and direction of people in the organizations. The person is the key resource and one of the factors that can serve as a differential element with the competitors and that, therefore, can help to maintain and improve the competitive position in the dynamic business environment of the 21st century.

It presents the set of policies and activities that, within organizations, are carried out to define and improve the competencies of professionals and collaborators, and analyzes how to increase commitment, integration and talent management, so as to optimize the contribution of people to the achievement of organizational objectives.

2. Learning results

- Knows how to undertake and promote entrepreneurial initiatives.
- Proposes innovative ideas and alternatives for the improvement of Human Resources organizational systems - Identifies new techniques and tools for the organization and management of companies.
- Designs, implements, evaluates and manages quality systems in HR management.

3. Syllabus

1. Labor relations and their legal framework
 - a. Workers' Statute / Collective Bargaining Agreements
 - b. Key concepts in personnel administration and management
2. Human Resources strategic planning
 - a. The Human Resources function in organizations
 - b. Human Resources policies and strategy
 - c. New perspectives in the Human Resources area
 - d. Company culture and work environment
3. Jobs and People
 - a. Job Analysis, Description and Evaluation
 - b. Performance Evaluation. Management by Objectives
 - c. Performance Evaluation. Management by Competencies
4. Operational tools in People Management
 - a. Remuneration and compensation
 - b. Personnel Selection
 - c. Training Management
 - d. Talent Management

4. Academic activities

To achieve the learning results, the following activities are planned:

- Face-to-face activities to be carried out during the official timetable of the subject:

- Theoretical sessions: The theoretical concepts of the subject will be explained.

- Practical sessions: Problems and practical cases will be solved to help the understanding and application of the concepts studied.

- Personal work and study to be done by the student individually or in groups outside the official class sessions.

5. Assessment system

The student must demonstrate achievement of the intended learning results through the following assessment activities:

1. Final exam. Key concepts will be assessed by mixing essay and multiple-choice questions. In addition, a practical exercise to be solved will be posed. The weight of this test on the final grade will be 60%, making a minimum grade of 5 necessary.
2. Resolution of group/individual cases. Different business cases will be carried out that refer to the key concepts in Human Resources Management. Different cases may be presented during the subject and/or a final case to be solved in group. The weight of these cases on the final grade will be 30%.
3. Student involvement and commitment in the classroom. Participation, level of activity and interest and attendance of the students to the classes will be valued. The weight on the final grade will be 10%.

6. Sustainable Development Goals

- 5 - Gender Equality
- 8 - Decent Work and Economic Growth
- 10 - Reduction of Inequalities