Human resource management

Academic Year: (2018 / 2019)  
Review date: 07-05-2018

Department assigned to the subject: Department of Business Administration
Coordinating teacher: BONACHE PEREZ, JAIME ALFONSO
Type: Electives  ECTS Credits: 6.0
Year:  
Semester:  

STUDENTS ARE EXPECTED TO HAVE COMPLETED
Principles of business administration
Organizational behaviour

COMPETENCES AND SKILLS THAT WILL BE ACQUIRED AND LEARNING RESULTS.

Knowledge-based competences:
- Learn and identify the basics of Strategic human resource management
- Learn the relationships between Strategic Human Resource management and the remainder functions in the company.
- Learn the role of Human Resource Direction as strategic partner of the firm.
- Learn the key contingency factors relevant for the implementation of policies and strategies of effective human resource management
- Learn the various alternatives in specific Human resource policies (e.g. selection, training, etc.) and their relative advantages and disadvantages.
- Learn that some aspects of human resource management are not evident and need a profound analysis and specific knowledge.

Skills:
- Ability to take advantage of a text book as a didactic tool
- Ability to critically analyze the alternatives in human resource management.
- Ability to take decisions based on human resource management and foresee its possible secondary effects.
- Ability to team working

Attitudes:
- Conceptual and intellectual effort
- Inclination towards based and profound analysis
- Active participation
- Initiative

DESCRIPTION OF CONTENTS: PROGRAMME
1. Strategic Role of Human Resource Management (HRM)
2. Recruitment and Selection
3. Training and Development
4. Performance Management
5. Compensation and Incentives
6. International HRM

LEARNING ACTIVITIES AND METHODOLOGY
Methodology is composed of three broad issues:

1. Magistral classes, with support on specialised text books and readings, through which theoretical frameworks will be presented in order for students to focus on the different aspects of Human resource management and their functions in the context of organizations. During the Magistral classes, students will have to make some group presentations.
2. Case-method approach, whereby issued related with human resource management in real organizations will be presented. Such cases will stimulate students to employ the theory learned in magistral classes as framework of analysis and interpretation to search for solutions.

3. Teachers will be available for students at the office. The last wee of the semester will be dedicated to tutorials in order for students to ask doubts and address the final examen with adequate preparation.

ASSESSMENT SYSTEM
Evaluation will be based on the following elements:
- Written exam (composed of a multiple choices test and open questions)
- Written exercises (team reports)

% end-of-term-examination: 60
% of continuous assessment (assignments, laboratory, practicals…): 40

BASIC BIBLIOGRAPHY

ADDITIONAL BIBLIOGRAPHY