

## People Management

Academic Year: ( 2019 / 2020 )

Review date: 06-05-2020

Department assigned to the subject: Mechanical Engineering Department

Coordinating teacher: NIETO SANCHEZ, MARIA JESUS

Type: Compulsory ECTS Credits : 6.0

Year : 1 Semester : 2

## REQUIREMENTS (SUBJECTS THAT ARE ASSUMED TO BE KNOWN)

All the subjects of the first term.

## OBJECTIVES

This course aims at providing students with the basic knowledge on people management to make new business ventures successful, highlighting the importance of human capital vis-à-vis the development and viability of such ventures.

Specific competences:

- Capacity for developing employee creative thinking that adds value to new business ventures.
- Understand, analyze and solve complex issues related to the development and growth a new business ventures from the perspective of people management.
- Capacity for deploying people management policies and practices that support the business in light of the constraints that typically characterize SMEs.
- Capacity for managing new business ventures in a multicultural and global context.
- Capacity for analyzing actual business cases and drawing lessons from them.

## DESCRIPTION OF CONTENTS: PROGRAMME

- The role of people in new business ventures.
- Human Resource planning in the business plan.
- Policies and practices for the attraction, retention and motivation of people within new business ventures.
- The role of the entrepreneur in people management activities: leadership, trust and team management.

## LEARNING ACTIVITIES AND METHODOLOGY

The course will be based on some theoretical lectures, the analysis of real business cases, reading of articles and other bibliography recommended by the professor and the discussion and sharing of ideas. Students will need to read the assigned cases and readings before each class.

Student attendance to class and participation in discussions is crucial. They should create opportunities to derive value from the class while making informed contributions to class learning. There are different ways of doing this: responding to questions, supplementing or challenging others' comments, raising the level of discourse through probing, and asking the right question that illuminates the concept/issues under investigation.

## ASSESSMENT SYSTEM

Assessment will be based on the following criteria:

## ORDINARY CALL

- Individual participation (20%)
- Team work (30%)
- Final exam (50%)

## EXTRAORDINARY CALL

### Alternative 1.

Individual participation (20%)

Team work (30%)

Final exam (50%)

### Alternative 2.

Final exam (100%)

Students can choose the alternative that benefits them the most.

**% end-of-term-examination:** 50

**% of continuous assessment (assignments, laboratory, practicals...):** 50

## BASIC BIBLIOGRAPHY

- Gómez-Mejía, L.R, Balkin, D.B., & Cardu, R.L. Gestión de recursos humanos, Prentice Hall, 2008
- Lepak, D. & Gowan, M. Human Resource Management. Managing employees for competitive advantage., Pearson, 2010
- Rodríguez-Márquez, A., Nieto M.J., Fernández, Z., & Revilla-Torrejón, A. (Eds.) Manual de Creación de Empresas. De la Oportunidad a la Puesta en Marcha., Civitas (Thomson Reuters Aranzadi), 2014

## ADDITIONAL BIBLIOGRAPHY

- Robertson, B. J., & Rodríguez-Courel Ginzo, M. Holocracia: el nuevo sistema organizativo para un mundo en continuo cambio, Empresa Activa, 2015
- Roca, R. Knowmads: Los trabajadores del futuro., ID Editorial., 2018