

Academic Year: (2019 / 2020)

Review date: 22-05-2019

Department assigned to the subject: Business Administration Department

Coordinating teacher: ZARRAGA OBERTY, CELIA MARIA

Type: Compulsory ECTS Credits : 6.0

Year : 3 Semester : 1

DESCRIPTION OF CONTENTS: PROGRAMME

Strategic Role of Human Resource Management in the digital age

1.1. The activities in HRM. Strategic Policies and Practices

1.2. Influence of the internal organizational factors on HRM

1.3. Influence of the external organizational factors on HRM

Recruitment and Selection in the digital age

2.1. Job analysis

2.2. HR Planning

2.3. Traditional recruitment and selection strategies and technics

2.4. New trends and challenges

Training and Development in the digital age

3.1. Aims and decisions on training and development in the firm

3.2. Training processes and methods in the firm

3.3. New trends and challenges

Performance management in the digital age

4.1. Aims of the performance management

4.2. Components of an effective system of performance appraisal

4.3. Measurement tools for the performance appraisal

4.4. New trends and challenges

Compensation in the digital age

5.1. Aims of the compensation system

5.2. Design of the compensation system

5.3. Analysis and design of incentives

5.4. New trends and challenges

International HRM in the digital age

1. HRM in the multinational companies

2. Politics and practices of HRM for international employees: expatriates

3. Consequences of the globalization for the HRM

4. New forms of international work: characteristics and management tools.

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