

Academic Year: (2019 / 2020)

Review date: 28-04-2020

Department assigned to the subject: Social Analysis Department

Coordinating teacher: ARAMBURU-ZABALA HIGUERA, LUIS

Type: Electives ECTS Credits : 6.0

Year : 4 Semester :

OBJECTIVES

General competences:

- Instrumentals: to develop the capacity of analysis and synthesis
- Personal and systemic: to assume the importance of the team interdisciplinary work; self-critical reasoning; motivation for the quality
- Others: aptitude to relate knowledge of Human Resources Psychology to related matters of the area of the Labor sciences

Specific competences:

- introductory knowledge of the approaches, problems and methodologies of the discipline of Human Resources Psychology, in his slopes professional and scientific.
- development of the practical applications of the above mentioned discipline in the field of the Human Resources and the management of the Personnel.

DESCRIPTION OF CONTENTS: PROGRAMME

- Concept of Psychology of Human Resources
- The evaluation of HR and its problems
- Meanings of evaluation (1)
- Meanings of evaluation (2)
- Perspectives in evaluation
- Main traditions
- The predictive model
- The psychosocial model
- Main instruments
- Types and limitations
- Main requirements
- Data analysis in HR (transversal.)

LEARNING ACTIVITIES AND METHODOLOGY

In coherence with the mentioned objectives and competences, the teaching-learning methodology is participatory, continuous and open. Some of the training activities will be:

Practical exercises: Acquisition of competences of the Degree in the field of Human Resources Psychology.

Practice of the Course: Acquisition of competences in the field of Human Resources Psychology and the management of Human Resources.

Discussion and presentation of the basic contents: Conference, followed by discussion. Acquisition of basic scientific and technical knowledge in this field.

In the terms established by university regulations, in this subject it is not possible to use mobile phones during the course of the class. Likewise, electronic devices of any type, including computers, must be turned off, unless the teacher expressly allows the use of some of them in specific situations and for academic purposes.

ASSESSMENT SYSTEM

The criteria of evaluation are based principally in:

- Evaluation of the knowledge by means of examinations and exercises.
- Evaluation of the professional competitions by means of exercises and practical tests: discussion of cases, simulations, etc.

To approve the Subject a pass qualification is needed as minimal note in the final examination.

% end-of-term-examination: 60

% of continuous assessment (assignments, laboratory, practicals...): 40

BASIC BIBLIOGRAPHY

- ANASTASI, A Tests psicológicos, Pearson Educación..
- DAFT, R. Y STEERS, R. Organizaciones: el comportamiento del individuo y de los grupos humanos, Limusa.
- HAYES, N Psicología, Harcourt.
- LEVY-LEBOYER, C. Evaluación del personal, Díaz de Santos.
- PAPALIA, E. Y OLDS, S. W Psicología, McGraw Hill Higher Education.