Information Technology for HR Managers

Academic Year: (2020 / 2021) **Review date: 09-07-2020**

Department assigned to the subject: Business Administration Department

Coordinating teacher: ZARRAGA OBERTY, CELIA MARIA

Type: Electives ECTS Credits : 3.0

Year : 1 Semester : 2

OBJECTIVES

Basic, generic and specific competencies that students must achieve in this module

¿ Basic competencies: CB6, CB7, CB8, CB9, CB10
¿ Generic competencies: CG1, CG2, CG3, CG4, CG5, CG6
¿ Specific competencies: CE1, CE2, CE3, CE5, CE11, CE13

Students¿ learning outcomes in this module

¿ Enable students to improve team work
¿ Develop negotiation abilities in human resources areas
¿ Analyze and promote management competencies
¿ Know the utility and approached to mentoring and coaching
¿ Analyze strategic approaches of multinationals to manage divisions
¿ Describe and know the ways of managing cultural diversity
¿ Know the problems about expatriate management

DESCRIPTION OF CONTENTS: PROGRAMME

Information Systems for HR managers

¿ Interfunctional Business Process and Integrated Information Systems: Enterprise Resource Planning (ERP)
¿ Integration of ERP Software in HR Problems:
o Work design and Workforce Planning
o Managing employee competences.
o Managing employee attitudes and behaviors

ASSESSMENT SYSTEM

Evaluation system and grading

Continuous assessment (exercises, practical cases): 40%. Final exam (resolution of practical cases): 60%.

EXTRAORDINARY CALL: Final exam (100%)

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