Advanced Topics in Human Resource Management

Academic Year: (2020 / 2021) **Review date: 10-07-2020**

Department assigned to the subject: Business Administration Department

Coordinating teacher: ORTEGA DIEGO, JAIME

Type: Electives ECTS Credits : 5.0

Year : 2 Semester : 2

REQUIREMENTS (SUBJECTS THAT ARE ASSUMED TO BE KNOWN)

- Human Resource Management
- Personnel Economics

OBJECTIVES

- Knowledge of the recent academic literature related with the research topic chosen by the student.
- Define original and testable research hypotheses.
- Design an empirical strategy to test the hypotheses.
- Quantitative data analysis to test the hypotheses.

DESCRIPTION OF CONTENTS: PROGRAMME

This course is structured around individual tutorial sessions and since its final outcome will be the writing of an individual research paper by each student. Therefire the contents wil be speficied more precisely at the beginning of each academic year taking into account the existing research opportunities and the students' specific interests. In any case the contents will include at least three of the following topics:

- Obtaining human resource data.
- Identification strategies.
- Human resource management and innovation.
- Internal careers and promotions.
- Contacts, referrals, and hiring.
- Innovation and human resource management.

LEARNING ACTIVITIES AND METHODOLOGY

The objective of this course is to write a research paper which, through more work, can develop into an article publishable in an international journal. The work towards the research paper will be guided through a system of weekly tutorials (two hours per week for a period of seven weeks). The methodology will comprise the following steps:

- Discussion of possible research questions based on the existing academic literature and on data availability.
- Obtaining the data.
- Definition and discussion of hipotheses to be tested.
- Quantitative data analysis
- Writing of a working paper

No bibliography is included here because the readings for this subject will depend on the specific research question chosen by the student. Once the research question is defined, the professor will guide the student to identify the relevant research papers.

ASSESSMENT SYSTEM

Continuous evaluation (50%)
Based on the work showed by the student during the weekly tutorials.

Final paper (50%)
Working paper submitted by the student.

If the student fails the course, he or she will have to revise and re-submit the final paper. The percentages will be the same as in the first submission, unless the grade of the final paper is higher

than the average, in which case a weight of 100% will be applied to the final paper.

% end-of-term-examination:	0
% of continuous assessment (assigments, laboratory, practicals…):	100

BASIC BIBLIOGRAPHY

- Gibbons, Robert; Roberts, John Handbook of Organizational Economics, Princeton University Press, 2013