Latest trends in human resource management

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 : 2.0

Year : Semester : 2

OBJECTIVES

At the end of the course participants will be able to

- Understand the challenges raised by an effective and social responsible management of people
- Know how to translate their understanding about effective management of people into policies and practices coherent with the organization strategy
- Know how to think strategically about the management of people in organizations.
- Understand that some parts of people management are fairly subtle and require deep analysis and some expert knowledge.

DESCRIPTION OF CONTENTS: PROGRAMME

- New practices in Human Resources Management.
- New tendencies in Selection.
- New tendencies in Compensation
- The role of the manager of Human Resources.

LEARNING ACTIVITIES AND METHODOLOGY

Methodology is composed of magistral classes, with support on specialised text books and readings, through which theoretical frameworks will be presented in order for students to focus on the different aspects of Human resource management and their functions in the context of organizations. Additionally, case-method approach would be used. Readings related with human resource management in real organizations will be presented. Such readings will stimulate students to employ the theory learned in magistral classes as framework of analysis and interpretation to search for solutions.

ASSESSMENT SYSTEM

Assessment will be based on the following criteria:

ORDINARY CALL:
- Individual participation (15%)
- Individual work, team work (25%)
- Final exam (60%)

EXTRAORDINATY CALL. The grade will be the better of the two following alternatives:

Alternative 1.
- Individual participation (15%)
- Individual work, team work (25%)
- Final exam (60%)

Alternative 2.
- Final exam (100%)

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

BASIC BIBLIOGRAPHY

- Bonache, J. & Cabrera, A. Dirección de Personas, FT Prentice Hall. Madrid, 2006

- Caligiuri, P., Lepak, D. & Bonache, J. Managing the global workforce, John Wiley & Sons: Ltd., Chichester, UK, 2010

- Dolan, S., Valle Cabrera, R. & Lopez Cabrales, A. La gestión de personas y del talento, McGraw Hill, 2014

- Gómez-Mejía, L. R., Balkin, D.B. & Robert, L.C. Managing Human Resources, Pearson Education. Global Edition, 2016

ADDITIONAL BIBLIOGRAPHY

- Baron, J.N. & Kreps, D.M. Strategic human resources. Frameworks for general managers, John Wiley & Sons, 1999

- Lepak, D. & Gowan, M. Human Resource Management. Managing employees for competitive advantage., Pearson: Upper Saddle River, 2010