

Academic Year: ( 2021 / 2022 )

Review date: 10-06-2021

Department assigned to the subject: Business Administration Department

Coordinating teacher: GOMEZ MEJIA, LUIS RAFAEL

Type: Electives ECTS Credits : 5.0

Year : 1 Semester : 2

## OBJECTIVES

The course aims to develop a knowledge framework in human capital management that contributes to develop the skills of the students as organizational scientists.

In particular, students will develop skills in critically reading and evaluating scholarly works and in the communication skills necessary for professional success in the management field.

## DESCRIPTION OF CONTENTS: PROGRAMME

Course program:

1. General Theoretical Background
2. Incentive Alignment at Executive Level
3. Corporate Governance & Institutional Responses
4. Incentive Alignment for Non-Executive Groups
5. Managing Risk and Innovation
6. Managing Family Owned Firms

## LEARNING ACTIVITIES AND METHODOLOGY

-Lectures by the professor, in which the main concepts of the subject are developed and the bibliography is provided to complement the students' learning.

-Critical reading of academic papers

-Exposition and discussion in class of academic papers, under the moderation of the professor

-Elaboration of a final project

## ASSESSMENT SYSTEM

-Critical analysis of articles: 33.3%

-Final paper: 33.3%

-Exam: 33.3%

**% end-of-term-examination:** 33

**% of continuous assessment (assignments, laboratory, practicals...):** 67

## BASIC BIBLIOGRAPHY

- Clegg, Stewart R; Hardy, Cynthia; Lawrence, Tom; Nord, Walter R Handbook of Organization Studies, SAGE, 2006