Human resource management

Academic Year: (2021 / 2022) **Review date: 18-06-2021**

Department assigned to the subject: Business Administration Department

Coordinating teacher: BONACHE PEREZ, JAIME ALFONSO

Type: Electives ECTS Credits : 6.0

Year : Semester :

REQUIREMENTS (SUBJECTS THAT ARE ASSUMED TO BE KNOWN)

Principles of business administration
Organizational behaviour

OBJECTIVES

Knowledge-based competences:
- Learn and identify the basics of Strategic human resource management
- Learn the relationships between Strategic Human Resource management and the remainder functions in the company.
- Learn the role of Human Resource Direction as strategic parner of the firm.
- Learn the key contingency factors relevant for the implementation of policies and strategies of effective human resource management
- Learn the various alternatives in specific Human resource policies (e.g. selection, training, ect.) and their relative advantages and disadvantages.
- Learn that some aspectec of human resource management are not evident and need a profound analysis and specific knowledge.

Skills:
- Ability to take advantage of a text book as a didactic tool
- Ability to critically analyze the alternatives in human resource management.
- Ability to take decisions based on human resource management and forsee its possible secondary effects.
- Ability to team working

Actitudes:
- Conceptual and intellectual effort
- Inclination towards based and profound analysis
- Active participation
- Iniciative

DESCRIPTION OF CONTENTS: PROGRAMME

1. Strategic Role of Human Resource Management (HRM)

2. Recruitment and Selection

3. Training and Development

4. Performance Management

5. Compensation and Incentives

6. International HRM

6. International HRM

LEARNING ACTIVITIES AND METHODOLOGY

Methodology is composed of three broad issues:

1. Magistral classes, with support on specialised text books and readings, through which

theoretical frameworks will eb presented in order for students to focus on the different aspects of Human resource management and their functions in the context of organizations. During the Magistral classes, students will have to make some group presentations.

2. Case-method approach, whereby issued related with human resource management in real organizations will be presented. Such cases will stimulate students to employ the theory learned in magistral classes as framework of analysis and interpretation to search for solutions.

3. Teachers will be available for students at the office. The last wee of the semester will be dedicated to tutorials in order for students to ask doubts and address the final examen with re adequate preparation.

ASSESSMENT SYSTEM

Evluation will be based on the following elements:

- Written exam (composed of a multiple choices test and open questions)
- Written exercises (team reports)

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

BASIC BIBLIOGRAPHY

- BONACHE, BRESTER AND FROISE GLOBAL MOBILITY AND THE MANAGEMENT OF EXPATRIATES, CAMBRIDGE UNIVERSITY PRESS, 2020
- Caligiuri, P., Lepak, D. y Bonache, J. Managing the global workforce,, John Wiley & Sons: Ltd., Chichester, United Kingdom., 2010
- Gómez-Mejía, L.R., Balkin, D.B. y Cardy, R.L. Managing Human Resources. Eighth Edition., Pearson Education , 2016
- Lepak, D. y Gowan, M. Human Resource Management: Managing employees for competitive advantage, Pearson, 2010

ADDITIONAL BIBLIOGRAPHY

- Baron, J. N. y Kreps, D. M. Strategic human resources. Frameworks for general managers, John Wiley & Sons, Inc., New York, 1999
- Dolan, S.L., Valle Cabrera, R. y López Cabrales, A. La gestión de personas y del talento: La gestión de los recursos humanos en el siglo XXI, McGraw Hill, 2014
- Reiche, B.S., Stahl, G.K., Mendenhall, M.E. and Oddou, G.R. Readings and cases in International Human Resource Management. 6th Edition., Routledge, 2017