Human capital development strategies

Academic Year: (2022 / 2023) **Review date: 28-04-2022**

Department assigned to the subject: Business Administration Department

Coordinating teacher: STIRPE , LUIGI

Type: Electives ECTS Credits : 6.0

Year : 4 Semester :

REQUIREMENTS (SUBJECTS THAT ARE ASSUMED TO BE KNOWN)

Human resource management

OBJECTIVES

- Describe, analyze and assess the different strategies available to managers for human capitaldevelopmentl.
- Understand the relationship between organizational changes and the different strategies for human capital development.
- Apply human capital development policies from the persepctive of the HR function.
- Learn how the different policies of human capital development contribute to business success.
- Understand the importance of self-development as a key element in any strategy for human capital development.

DESCRIPTION OF CONTENTS: PROGRAMME

Subject 1: Competence-based management: A model for the development of talent
Subject 2: The main methodologies for competences development
Subject 3: Training
Subject 4: Programmes based on personalized feedback
Subject 5: Guided professional support: Coaching and Mentoring
Subject 6: Self-development
Subject 7: Career and succession planning
Subject 8: Leadership as a source of talent development

LEARNING ACTIVITIES AND METHODOLOGY

Learning methodology is based on:

1. Face-to-face classes, during which main concepts and theories will be presented.
2. self-development individual and group exercises.
3. Individual and group study at home.

ASSESSMENT SYSTEM

Students will be evaluated as follows:

- Final exam (60%)

Continuous evaluation:

- Team assignments (20%)
- Individual assignments and class participation (20%)

The continuous evaluation mark will be taken into account only if students will pass final exam.

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

BASIC BIBLIOGRAPHY

- Cardona, P. Las claves del talento: la influencia del liderazgo en el desarrollo del capital humano, Ed. Empresa Activa, 2002

- Gratton, L. Estrategias de Capital Humano, Prentice Hall, 2001

ADDITIONAL BIBLIOGRAPHY

- Cristina Aced Perfiles profesionales 2.0. , Editorial OUC, 2010

- Davenport, T. Capital Humano. Creando ventajas competitivas a través de las personas. , Ediciones Gestión 2000, 2000

- Gratton, L. (2001) Estrategias de capital humano, Madrid: Ed. Prentice Hall.

- Pedro Rojas Reclutamiento y selección 2.0. , Editorial OUC, (2010)