

Academic Year: ( 2023 / 2024 )

Review date: 26-04-2023

Department assigned to the subject: Business Administration Department

Coordinating teacher: ZARRAGA OBERTY, CELIA MARIA

Type: Electives ECTS Credits : 3.0

Year : 1 Semester : 2

## REQUIREMENTS (SUBJECTS THAT ARE ASSUMED TO BE KNOWN)

Have a PC-Windows (Personal Computer with Windows Operating System). MAC computers can cause important problems for the correct operation of the software.

## OBJECTIVES

Basic, generic and specific competencies that students must achieve in this module

- ¿ Basic competencies: CB6, CB7, CB8, CB9, CB10
- ¿ Generic competencies: CG1, CG2, CG3, CG4, CG5, CG6
- ¿ Specific competencies: CE1, CE2, CE3, CE5, CE11, CE13

Students¿ learning outcomes in this module

- ¿ Enable students to improve team work
- ¿ Develop negotiation abilities in human resources areas
- ¿ Analyze and promote management competencies
- ¿ Know the utility and approached to mentoring and coaching
- ¿ Analyze strategic approaches of multinationals to manage divisions
- ¿ Describe and know the ways of managing cultural diversity
- ¿ Know the problems about expatriate management

## DESCRIPTION OF CONTENTS: PROGRAMME

Information Systems for HR managers

- ¿ Interfunctional Business Process and Integrated Information Systems: Enterprise Resource Planning (ERP)
- ¿ Integration of ERP Software in HR Problems:
  - o Work design and Workforce Planning
  - o Managing employee competences.
  - o Managing employee attitudes and behaviors

## ASSESSMENT SYSTEM

The assessment for this course will comprise three elements:

Final Exam (30%)

Achievement of learning exercises/activities (in group or individually) (50%)

Attend to class & individual participation in-class (20%)

Final Exam will be a set of short open questions.

Some exercises will be solved during classes or students will be asked to answer them and handling them in class or in following sessions. These exercises could be expected to be solved in groups.

Individual participation will be assessed based on the following criteria: the frequency and quality of students' interventions, their preparation of the various subjects, and their proactive attitude and contribution to positive group dynamics.

EXTRAORDINARY CALL: Final exam (100%)

<b>% end-of-term-examination:</b>	30
<b>% of continuous assessment (assignments, laboratory, practicals...):</b>	70