

Academic Year: (2023 / 2024)

Review date: 01-06-2023

Department assigned to the subject: Business Administration Department

Coordinating teacher: ZARRAGA OBERTY, CELIA MARIA

Type: Electives ECTS Credits : 6.0

Year : Semester :

REQUIREMENTS (SUBJECTS THAT ARE ASSUMED TO BE KNOWN)

Human Resources

DESCRIPTION OF CONTENTS: PROGRAMME**TOPIC 1. Introduction**

- 1.1. The context of the Digital Era.
- 1.2. The influence on Human Resource Management: HRIS and e-HRM
- 1.3. Challenges for Human Resources professionals.

TOPIC 2. Digital Human Resource Management

- 2.1. Introduction to Electronic Human Resource Management (e-HRM)
- 2.2. HR planning: Talent Management
- 2.3. Recruitment and Selection in an Internet Context: e-recruitment
- 2.4. Training and Development: e-learning
- 2.5. Managing Employee Attitudes and Behaviors: Performance Management, Compensation and Benefits Systems

TOPIC 3. New challenges in the Digital Era

- 3.1. Digital employees: attitudes, qualifications and expectations.
- 3.2. Social Media and HRM
- 3.3. Virtual Job: Teleworking, Virtual Teams, Virtual Organizations, e-Lancing.
- 3.4. Business Intelligence and People Analytics
- 3.5. e-HRM in Multinational Companies

TOPIC 4. Information Systems for Human Resource Management (HRIS)

- 4.1. Design and Development
- 4.2. Implementation and Change Management
- 4.3. Cost-Benefit Analysis

LEARNING ACTIVITIES AND METHODOLOGY

Learning methodology is based on:

- Master classes based on readings and case studies. This methodology aims at facilitating the acquisition of skills and knowledge as well as to analyze the effects of HR policies and practices.
- Presentation of the results of teamwork activities. The objective of this methodology is to develop the skills and attitudes related with teamwork.

ASSESSMENT SYSTEM

Ordinary call:

Students will be evaluated as follows:

Final exam: 60%

Continuous evaluation: 40% (including: class participation, individual assignments and team assignments)

Extraordinary call:

1. If the student followed the continuous evaluation: the qualification will be the one established for the ordinary call. However, the student will have the right to be qualified only with the grade obtained in the final exam if this is more favourable.

2. If the student did not follow the continuous evaluation: the grade will be the one obtained in the final exam.

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

BASIC BIBLIOGRAPHY

- Kavanagh, M.J. & Johnson, R.D. Human resource information systems: Basic, applications, and future directions, Sage Publications, 2017

ADDITIONAL BIBLIOGRAPHY

- Amelia Manuti & Pasquale Davide de Palma Digital HR: A Critical Management Approach to the Digitalization of Organizations, Palgrave Mcmillan, 2018
- Ben Eubanks Artificial Intelligence for HR: Use AI to support and develop a successful workforce, Kogan Page, 2018
- Holman, D., Wall, T.D., Clegg, C.W., Sparrow, P. & Howard, A. (Eds.) The new workplace: A guide to the human impact of modern working practices, John Wiley & Sons, 2003
- Katrina Collier The Robot-Proof Recruiter: A survival guide for recruitment and sourcing professionals, Kogan Page, 2019
- Mohan Thite e-HRM: Digital Approaches, Directions & Applications, Routledge, 2018