

Academic Year: (2023 / 2024)

Review date: 21-03-2023

Department assigned to the subject: Business Administration Department

Coordinating teacher: DOBRAJSKA , MAGDALENA

Type: Compulsory ECTS Credits : 6.0

Year : 3 Semester : 1

REQUIREMENTS (SUBJECTS THAT ARE ASSUMED TO BE KNOWN)

Human resource management
Organizational behaviour

OBJECTIVES

- Know the role of the HR function as strategic partner.
- Know competence-based management.
- Identify the variables defining the competence definition of an organization.
- Identify a strategic HR plan and its main policies.
- Know the different tools that may be used to make HR decisions from a competence-based management perspective.
- Know formal employee evaluation systems and their use for selection processes, potential identification processes and performance appraisal processes.
- Know the main characteristics of management by objectives the factors intervening in its implementation.
- Know the conceptual basis and methodology for the deployment of an HR balanced scorecard.

DESCRIPTION OF CONTENTS: PROGRAMME

Subject 1: The HR function as strategic partner

Subject 2: Competence-based HRM

Subject 3: HR strategic plan

Subject 4: Management by objectives

Subject 5: HR Balanced Scorecard

LEARNING ACTIVITIES AND METHODOLOGY

Methodology will be based on two broad elements:

1. Master classes where the main concepts will be presented
2. Exercises, homework and presentations to be carried out both individually and in team.

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.

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

BASIC BIBLIOGRAPHY

- Asociación Española de Contabilidad y Administración de Empresas (AECA) (2001). ¿Mano de obra: Valoración, asignación y control.¿, Documento número 6 de Contabilidad de Gestión..
- Becker, B., Huselid, M. & Ulrich, D. El cuadro de mando de RR.HH. Vinculando las personas, la estrategia y el rendimiento de la empresa. , Barcelona: Gestión 2000, 2000
- FUNDIPE Cuadro de Mando e indicadores para la gestión de personas., Price Waterhouse Coopers.
- Nevado Peña, D. (1999) Control de gestión social: la auditoria de Recursos Humanos, Colección Monografías..
- Rivero Torre, P. (1998). Análisis por ratios de los estados contables financieros. Capítulo VIII. Punto 6. Ratios de los Factores o Personal de la Empresa, Editorial Civitas..
- WALKER, J.W. (1980). Human Resource Planning., New York: McGraw-Hill.