

Academic Year: (2024 / 2025)

Review date: 25-04-2024

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 capital development.
- Understand the relationship between organizational changes and the different strategies for human capital development.
- Apply human capital development policies from the perspective 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 key concepts and theories will be presented.
2. self-development individual and group exercises.
3. Individual and group study at home.

In this course, students should not use artificial intelligence tools to carry out the work or exercises proposed by the faculty. In the event that the use of AI by the student gives rise to academic fraud by falsifying the results of an exam or work required to accredit academic performance, the Regulation of the University Carlos III of Madrid of partial development of the Law 3/2022, of February 24th, of University Coexistence, will be applied.

ASSESSMENT SYSTEM

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

Students will be evaluated as follows:

- Final exam (60%)

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

Continuous evaluation:

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

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

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)