

30146 - Human Resources Management

Información del Plan Docente

Academic Year	2016/17
Academic center	179 - Centro Universitario de la Defensa - Zaragoza
Degree	563 - Bachelor's Degree in Industrial Organisational Engineering 457 - Bachelor's Degree in Industrial Organisational Engineering
ECTS	6.0
Course	4
Period	First semester
Subject Type	Optional
Module	---

1.Basic info

1.1.Recommendations to take this course

1.2.Activities and key dates for the course

2.Initiation

2.1.Learning outcomes that define the subject

2.2.Introduction

3.Context and competences

3.1.Goals

3.2.Context and meaning of the subject in the degree

3.3.Competences

3.4.Importance of learning outcomes

4.Evaluation

5.Activities and resources

5.1.General methodological presentation

The methodological sequence is as follows:

* Theoretical development of the subject by the professor in the exhibition session, who seek maximum student participation.

* Learning activities in the practical application of the contents sought to verify the achievement of the objectives .

* Execution of small works or resolution of problems and solving practical cases.

5.2.Learning activities

Classroom and non-contact activities .

Classroom activities are as follows:

Type 1: Theory .

Type 2: Practices .

Type 3 : Tutorials .

Non-contact activities are as follows:

Type 1: Study and review of the recommended bibliography.

Type 2: Cases and jobs.

EV: Specific preparation of the various assessment tests and final exam.

5.3.Program

PART I. BEHAVIOR AND ITS IMPLICATIONS IN THE MANAGEMENT.

1. Intra BEHAVIOR.

1.1. Behavior.

1.1.1. Emotions.

1.1.2. Perception.

1.1.3. Motivation.

1.2. Learning.

1.3. Team.

1.4. Conflict resolution.

PART II. ADDRESS AND MANAGEMENT OF HUMAN RESOURCES.

2. HR as a competitive advantage.

2.1. Environmental challenges, organizational, and individual. Competitiveness.

2.2. HR labor costs and competitiveness.

2.4. Determinants of productivity.

2.5. From resources to competitiveness.

3. RECRUITMENT.

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3.1. Evaluation of quantitative and qualitative needs.

3.2. Estimation of needs.

3.3. Attraction and selection.

3.4. Adjustments to the needs of the organization.

4. EVALUATION AND PERFORMANCE MANAGEMENT.

4.1. The basic problem of encouraging the effort.

4.2. Extensions of the model.

4.3. Side effects of incentive effort.

5. HUMAN CAPITAL.

5.1. Investing in human capital.

5.2. Training in the workplace.

5.3. Incentives to invest in training.

5.4. The training policy of the organization.

5.4.Planning and scheduling

Schedule sessions and presentation of works i t was announced by the teacher , both in class and through the moodle platform support

5.5.Bibliography and recomended resources