

60810 - Organizations and their human resource management

Información del Plan Docente

Academic Year	2016/17
Academic center	110 - Escuela de Ingeniería y Arquitectura
Degree	532 - Master's in Industrial Engineering
ECTS	4.5
Course	
Period	Half-yearly
Subject Type	Compulsory
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 learning process is based at it follows:

1. Lectures in which the theoretical foundations of the subject are presented and where student participation is encouraged.
2. Case studies and readings to present and discuss issues related to the management of human resources.

60810 - Organizations and their human resource management

3. Laboratory practices where a number of related matters, such as the access and use of databases, will be carried.
4. Personal tutoring.
5. Any other activities that the professors deem appropriate (such as a popular race, documentary films, tour companies, collaboration with external professionals ...) to achieve the learning objectives.

5.2.Learning activities

In order that the student achieves the expected results, the academic program includes the following activities:

Activity Type I: Lectures (about 35 hours)

Activity Type II: Classes of problems, cases and readings (about 8 hours) [Presentation of critical analysis of readings: Optional for alternative assessment]

Activity Type III: Practical Laboratory classes (8 hours divided in 4 practices of 2 hours) [Optional for alternative assessment]

Activity Type IV: Participation in a popular race (will be hold during the fall semester) [Voluntary activity and not evaluable]

Activity Type V: Personal Study (approximately 65 hours)

It is essential that students distribute this workload throughout the semester.

Activity Type VI: Final test/ valuation exam (approximately 3 hours)

Personal tutoring (about 2 hours)

5.3.Program

PART I. THE HUMAN RESOURCE MANAGEMENT AND ENVIRONMENTAL FACTORS

The human resource management: concept, functions and functional organization

Strategic human resource management: concept, strategies and environment

Environment I: Legal framework and labor market. Work organization and work risk prevention

Environment II: Training Framework (human capital, social capital, training and education system)

PART II. FUNCTIONS OF HUMAN RESOURCE MANAGEMENT

60810 - Organizations and their human resource management

Human resources planning, job analysis and job evaluation

The employment function (I): additive employment practices

The employment function (II): subtractive employment practices

Maintaining human resources (I): performance assessment

Maintaining human resources (II): Wage policy

The development of human resources: training and career management.

5.4.Planning and scheduling

Schedule of lectures and laboratory practices

The following activities will take place on its regularly-scheduled week:

- Weekly sessions of 2 hour lectures.
- Weekly sessions of 1 hour lectures.
- 4 sessions of laboratory practices in small groups of 2 hours.

In any case, lectures and laboratory classes will be given according to the schedule set by the center.

5.5.Bibliography and recommended resources

The updated bibliography is incorporated through the Library Center and it is available on the web.