

1. BASIC INFORMATION

Course	Human Resources Management
Degree program	Global Degrees in International Business
School	Social and Communication Sciences
Year	3rd
ECTS	6 ECTS
Credit type	Obligatory
Language(s)	English
Delivery mode	On campus
Semester	2nd
Academic year	2024/2025
Coordinating professor	Almudena Rodríguez Tarodo

2. PRESENTATION

This course aims to describe and explain the most recent trends and the best practices, concerning human resource management in a global environment. The students will understand why human Capital is one of the most important assets of the 21st century company and how it should be addressed through a strategic Human Resources management.

The student will learn the contemporary practices applied to the employee experience through the different areas of human resources management (recruiting, performance appraisal, learning and development, etc.).

3. COMPETENCIES AND LEARNING OUTCOMES

Core competencies:

- CB2: Students must apply their knowledge to their work and vocation in a professional way and must demonstrate their skills in sustaining arguments and solving problems within their field of study.
- CB3: Students must be able to gather data, usually within their field of study, interpret it and make judgments and considerations on relevant social, scientific or ethical issues.
- CB4: Students must be able to convey information, together with ideas, problems and solutions to a specialized or non-specialized audience.

Cross-curricular competencies:

- CT7: Ethical values: The ability to think and act according to universal principles based on individual worth and full development of the human personality, and which entails a commitment to certain social values.
- CT9: Interpersonal skills: The ability to interact positively with other people by verbal and non-verbal means through assertive communication, the latter meaning the ability to express or transmit what one wants, thinks or feels without inconveniencing, insulting or upsetting the other person.
- CT12: Critical reasoning: The ability to analyze an idea, phenomenon or situation from different points of view and take a personal approach to it based on rigor and objective reasoning, and not on intuition.
- CT16: Decision making: The ability to make a choice between two or more existing alternatives to effectively resolve different situations or problems.
- CT17: Teamwork: The ability to actively participate and cooperate with other people, areas and/or organizations to achieve common goals.

Specific competencies:

- CT7: Ethical values: The ability to think and act according to universal principles based on individual worth and full development of the human personality, and which entails a commitment to certain social values.
- CT9: Interpersonal skills: The ability to interact positively with other people by verbal and non-verbal means through assertive communication, the latter meaning the ability to express or transmit what one wants, thinks or feels without inconveniencing, insulting or upsetting the other person.
- CT12: Critical reasoning: The ability to analyze an idea, phenomenon or situation from different points of view and take a personal approach to it based on rigor and objective reasoning, and not on intuition.
- CT16: Decision making: The ability to make a choice between two or more existing alternatives to effectively resolve different situations or problems.
- CT17: Teamwork: The ability to actively participate and cooperate with other people, areas and/or organizations to achieve common goals.

Learning outcomes:

- LO1: The student will understand why human resources are one of the most important assets of the 21st century company.

- LO2: The student will know the contemporary practices in the different areas of management (recruiting and selecting, performance appraisal, Training and development etc.) of human resources
- LO3: Apply the knowledge acquired about HR practices and analyze their application in organizations.

The following table shows the relationship between the competencies developed during the course and the learning outcomes pursued:

Competencies	Learning outcomes
BS2,BS3,BS4; CS7, CS9, CS12, CS16, CS17; SS4, SS14, SS19	LO1
BS2,BS3,BS4; CS7, CS9, CS12, CS16, CS17; SS9, SS14, SS18	LO2
	LO3

4. CONTENT

- The student will learn the contemporary practices applied to the employee experience through the different areas of human resources management (recruiting, performance appraisal, learning and development, etc.).
- How to apply the strategic management of human resources according to the environment of action. Analysis of competitive environments.
- Contemporary management methods. Leadership and diversity.
- Organizational structure of multinationals. Types, sectorization, areas of implementation, integration processes.
- Ethnocentric, polycentric and geocentric approaches in the international Human Resources policy.
- The management of human resources in the global society. Selection of personnel, performance evaluation systems, professional development and training in multicultural environments. Mobility and remuneration policies.
- Expatriate management policies, implications in the corporate guidelines of the human resources management. Evaluation of risks and retribution. Legal and fiscal effects.
- HR Analytics.

- Employer Branding and Employee Experience.

5. TEACHING-LEARNING METHODOLOGIES

The types of teaching-learning methodologies used are indicated below:

- Masterclass
- Case method
- Cooperative learning

6. LEARNING ACTIVITIES

Listed below are the types of learning activities and the number of hours the student will spend on each one:

Campus-based mode:

Learning activity	Number of hours
Masterclass	40
Case Studies	15
Formative Assessment	10
Tutoring	10
Debates and Colloquiums	20
Problem Solving	25
Individual Work	30
TOTAL	150h

7. ASSESSMENT

Listed below are the assessment systems used and the weight each one carries towards the final course grade:

Campus-based mode:

Assessment system	Weight
Knowledge assessment	30%
Case studies and problem solving	20%
Oral presentation	30%
Performance observation	10%

7.1. First exam period

To pass the course in the first exam period, you must obtain a final course grade of at least 5 out of 10 (weighted average).

In any case, you will need to obtain a grade of at 4.0 in the final exam in order for it to count towards the final grade along with all the grades corresponding to the other activities.

7.2. Second exam period

To pass the course in the second exam period, you must obtain a final grade of at least 5 out of 10 (weighted average).

In any case, you will need to obtain a grade of at 4.0 in the final exam in order for it to count towards the final grade along with all the grades corresponding to the other activities.

The student must deliver the activities not successfully completed in the first exam period after having received the corresponding corrections from the professor, or those that were not delivered in the first place.

8. SCHEDULE

This table shows the delivery deadline for each assessable activity in the course:

Assessable activities	Deadline
Activity 1	Week 4-5
Activity 2	Week 7
Activity 3	Week 9
Activity 4	Week 13
Activity 5	Week 14

This schedule may be subject to changes for logistical reasons relating to the activities. The student will be notified of any change as and when appropriate.

9. BIBLIOGRAPHY

The main reference work for this subject is:

- Beaven Karen (2019) Strategic Human Resource Management: An HR Professional's Toolkit (Kogan Page)
- Browne Steve (2020) HR Rising!!: From Ownership to Leadership (Society for Human Resource Management) BOHLANDER, G., SNELL, S. (2013). Principles of Human Resource Management. 16th ed. (International edition). South-Western CENGAGE Learning (e book- UEM library) NKOMO, S., FOTTLER, M., McAFEE, R. (2008) Human Resource Management Applications.
- NOE, R., HOLLENBECK, J., GERHART, B., WRIGHT, P.; (2009) Fundamentals of Human Resource Management. Third edition.
- POST, J., LAWRENCE, A., WEBER, J. ; (2007) Business and Society, Corporate, Strategy, Public Policy, Ethics. 10th Edition.

10. EDUCATIONAL GUIDANCE AND DIVERSITY UNIT

From the Educational Guidance and Diversity Unit we offer support to our students throughout their university life to help them reach their academic achievements. Other main actions are the students inclusions with specific educational needs, universal accessibility on the different campuses of the university and equal opportunities.

From this unit we offer to our students:

1. Accompaniment and follow-up by means of counselling and personalized plans for students who need to improve their academic performance.
2. In terms of attention to diversity, non-significant curricular adjustments are made in terms of methodology and assessment for those students with specific educational needs, pursuing an equal opportunities for all students.
3. We offer students different extracurricular resources to develop different competences that will encourage their personal and professional development.
4. Vocational guidance through the provision of tools and counselling to students with vocational doubts or who believe they have made a mistake in their choice of degree.

Students in need of educational support can write to us at:

orientacioneducativa@universidadeuropea.es

11. ONLINE SURVEYS

Your opinion matters!

The Universidad Europea encourages you to participate in several surveys which help identify the strengths and areas we need to improve regarding professors, degree programs and the teaching-learning process.

The surveys will be made available in the “surveys” section in virtual campus or via e-mail.

Your assessment is necessary for us to improve.

Thank you very much for your participation.