

1. BASIC INFORMATION

Course	HUMAN RESOURCES MANAGEMENT
Degree program	Global Bachelor's Degree in Business Management and Entrepreneurship
School	SOCIAL SCIENCES FACULTY
Year	SECOND
ECTS	3 ECTS
Credit type	COMPULSORY
Language(s)	ENGLISH
Delivery mode	ON SITE
Semester	1st SEMESTER
Academic year	2024 - 2025
Coordinating professor	PAUS MOSCARDÓ, Cristóbal
	CEYLAN, Canan

2. PRESENTATION

The general purpose of the subject “People Management” is to introduce students to the analysis and study of concepts related to the functions of Human Resources departments and their elements, structure and fields of action.

In this sense, it will be important to know both the background of these departments, as well as the aspects related to work organization, HR planning, recruitment and selection, compensation and benefits, job valuation, performance appraisal, and other important aspects related to the HR management.

3. LEARNING OUTCOMES

- **LEARNING OUTCOMES OF THE DEGREE PROGRAMME**

Skills

HAB02. Ability to identify and understand the area of human resources within a company and apply the various available tools for its management, as well as understanding the main relationships with other departments.

Competences

CPT01. Create new ideas and concepts from known ideas and concepts, reaching conclusions or solving problems, challenges, and situations in an original way.

CPT02. Convey messages (ideas, concepts, feelings, arguments), both orally and in writing, strategically aligning the interests of the various stakeholders involved in the communication.

CPT06. Integrate analysis with critical thinking in a process of evaluating different ideas or possibilities and their potential errors, based on evidence and objective data that lead to effective and valid decision-making.

CPT07. Adapt to adverse, unexpected, and stressful situations, whether personal or professional, overcoming them and even turning them into opportunities for positive change.

CPT08. Demonstrate ethical behavior and social commitment in the performance of professional activities, as well as sensitivity to inequality and diversity.

- **LEARNING OUTCOME OF THE SUBJECT**

The student will be able to understand the basic concepts of human resources in a company. They will become familiar with the main functions of human resource management, such as work organization, planning, recruitment and selection, compensation and benefits, as well as talent and diversity management.

They will learn how to develop a general human resources management plan aligned with the organization's strategic vision.

4. CONTENT

Topic 1: Work design and organization

Topic 2: HR Planning

- Job Analysis

Topic 3: Recruitment and selection

- Sources and methods
- Integration

Topic 4: The processes of professional development and training of Human Resources

- Performance appraisal
- Management by objectives

Topic 5: Compensation and Benefits Systems

- Job evaluation
- Remuneration policy

5. TEACHING-LEARNING METHODOLOGIES

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

- Case method
- Cooperative learning
- Masterclass
- Project-Based 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
LA1: Master classes	35 h
LA2: Autonomous work	10 h
LA3: Team based activities	5 h
Knowledge tests	5 h
Case analysis and problem solving	10 h
LA6: Tutoring	10 h
TOTAL	75 h

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 tests	40%
Case analysis and problem solving	30%
Reports and writings	30%

When you access the course on the *Campus Virtual*, you'll find a description of the assessment activities you have to complete, as well as the delivery deadline and assessment procedure for each one.

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 5.0 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 5.0 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
Employee value proposition	Week 4
CV review	Week 6
SWOT individual analysis	Week 9
Writing job description	Week 11
Management by objectives	Week 13
HR policy	Week 15

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

AGUADO HERNÁNDEZ, J.A., "Responsabilidad social corporativa en el ámbito de los recursos humanos", Ed. Tirant Lo Blanch, Valencia, 2018.

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RUBIO SANCHEZ, T., “Recursos Humanos: Dirección y gestión de personas en las organizaciones”, Ed. Octaedro, 2016

SALA FRANCO, T., “Relaciones laborales”, Ed. Tirant lo Blanch, 5ª Ed. Valencia, 2014 ISBN13 – 9788490538678

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URCOLA, J.L., “Dirigir personas: fondo y formas”, Ed. ESIC, 2010, 10ª ed.

VV.AA. “Las relaciones laborales en las pequeñas y medianas empresas”, Ed. Tirant lo Blanch, 1ª Ed. Valencia, 2015 – ISBN13 9788490866474

VV.AA. “Experiencias en la Dirección y Gestión de RR.HH” Ed. Wolters Kluwer, Madrid, 2013

10. EDUCATIONAL GUIDANCE, DIVERSITY AND INCLUSION UNIT

From the Educational Guidance, Diversity and Inclusion 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.uev@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.