



22039 - HUMAN RESOURCES MANAGEMENT (2018-19)

General

Code: 22039

Lecturer responsible:

GASCO GASCO, JOSE LUIS

Credits ECTS:	6
Theoretical credits:	1,2
Practical credits:	1,2
Distance-base hours:	3,6

Departments involved

- **Dept:** COMPANY ORGANISATION
Area: COMPANY ORGANISATION
Theoretical credits: 1,2
Practical credits: 1,2
 This Dept. is responsible for the course.
 This Dept. is responsible for the final mark record.

Study programmes where this course is taught

- DEGREE IN BUSINESS ADMINISTRATION AND MANAGEMENT
 Course type: OPTIONAL (Year: 4)

Competencies and objectives

Course context for academic year 2018-19

This is an elective subject within the Strategic Management specialization.

Course content (verified by ANECA in official undergraduate and Master's degrees)

General Competences (CG)

- **CG1** : Capacity to find and analyse information.
- **CG2** : Capacity to work in a team.
- **CG3** : Capacity for self-learning.
- **CG4** : Apply professional criteria based on using technical instruments to analyse problems.
- **CG5** : Capacity to make decisions by putting theoretical knowledge into practice.
- **CG6** : Obtain important information that is impossible for non-professionals to recognise from the data.
- **CG7** : Ethical commitment and social responsibility at work, respecting the environment, being aware of and understanding the importance of respecting Fundamental Rights, Equal Opportunities for Men and Women, Universal Accessibility for the Disabled and respect for the Values of Peaceful Culture and Democratic Values.
- **CG8** : Analyse problems using critical reasoning, without prejudices, precisely and rigorously.
- **CG9** : Capacity to synthesise.

General Competences acquired at University of Alicante (CGUA)

- **CGUA3** : Capacity for oral and written communication.

Specific Competences (CE)

- **CE15** : Prepare decision-making in companies and organisations, especially at operational and tactical level.
- **CE2** : Integrate oneself in any functional area of a small, medium or large company or organisation and carry out all the management tasks involved without problems.
- **CE5** : Draft overall management projects or projects dealing with functional areas of the company.

Exclusive skill taught in this course

No data

Learning outcomes (Training objectives)

No data

Specific objectives stated by the academic staff for academic year 2018-19

1. To understand the importance of the human factor as a strategic element of business.
2. To comprehend what human resource management is and how to develop the HR function in a company.
3. To understand how to analyze, formulate and implement a HR strategic plan in a company.
4. To learn the basic tools for the analysis and development of HR strategies.
5. To indicate the more important aspects of every strategic HR policy (hiring, training, compensation and performance appraisal).
6. To be able to design and implement strategic HR policies, according to a given set of external and internal circumstances.
7. To analyze which strategic HR policies are more adequate within the framework of a specific business strategy.

Content and bibliography

Content for academic year 2018-19

- Unit 1. Human Resource Management and HR Managers
- Unit 2. Human Resources and Strategy
- Unit 3. Profitability and organizational structures
- Unit 4. Job design and job description
- Unit 5. Human Resource Planning
- Unit 6. The hiring process: recruitment and selection
- Unit 7. Appraising and managing performance
- Unit 8. Compensation strategies
- Unit 9. Pay-for-performance compensation plans

Assessment

Assessment procedures and criteria 2018-19

Classroom grade. Students must attend and participate in the practical lessons. These will be graded up to a maximum mark of 2 points given according to their level of participation and involvement in the classroom routine

The practical lesson routine will take place as follows: The student should complete at home the cases related to each unit according to the time schedule. This case WILL NOT BE HANDED IN for marking; instead it should be brought to class to work on it. The case will be collaboratively solved in class by the students, whose contributions will be assessed by the lecturer in terms of number and quality of interventions. The lecturer will act as moderator in this collaborative problem-solving activity.

At the end of the semester, each student will have a grade from 0 to 2 depending on their contribution to the collaborative effort. The evolution of this grade will be made known to the student at regular intervals.

Mid-term exams: Every 4-5 Units, a theory + practical exam will be carried out based on the material covered in class. This exam will be announced in a convenient time and manner. Each mid-term will be graded upon a maximum of 4 points each, 8 points in total.

Final exam: the final exam will be sat only by those students who have not achieved a passing grade with the continuous assessment scheme. This exam will cover the whole theoretical content (multiple choice, 50% of the grade) and all the practical cases (50% of the grade).

Extraordinary calls (C4, C1): These calls will follow the same system as the final exam.

Description	Criteria	Type	Weighting system
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Continuous assessment	<p>The student must pass the subject through a continuous assessment system consisting of the following activities:</p> <p>Class note.</p> <p>The practical class will work as follows:</p> <p>a) The student will have to answer the questions of each case in accordance with the established schedule.</p> <p>B) This assumption / questions will be corrected during the class by the students in a collaborative way. During the course of this class, the teacher will value both the quantity and the quality of the interventions of each student.</p> <p>C) At the end of the semester, the student will have a grade of up to 2 points according to their degree of contribution to these classes.</p> <p>Note of two multiple choice exams.</p> <p>Two theoretical exams will be carried out. Each of these partial will have a maximum score of 4 points.</p> <p>In the case of students who do not want to avail themselves of the continuous assessment system or those who do not obtain a grade lower than 5 points, they must take a final exam. This exam will consist of two parts: a test (5 points) and a theoretical (5 points).</p>	ACTIVITIES OF EVALUATION DURING THE SEMESTER	100
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Official exam dates for academic year 2018-19

Exam session	Date	Time	Group - Classroom(s) allocated	Comments
(C1) Pruebas extraordinarias de finalización de estudios	02/10/2018			
(C3) Periodo ordinario para asignaturas de segundo semestre y anuales	03/06/2019			

(C4) Pruebas 05/07/2019
extraordinarias para
asignaturas de grado y
máster

