

Human Resource Management in Public Administrations

Code: 101878
ECTS Credits: 6

Degree	Type	Year	Semester
2502501 Prevention and Integral Safety and Security	OT	4	0

Contact

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Use of Languages

Principal working language: catalan (cat)
Some groups entirely in English: No
Some groups entirely in Catalan: No
Some groups entirely in Spanish: No

Teachers

María José Feijóo Rey

Prerequisites

This subject does not have any pre-requirerments

Objectives and Contextualisation

The main objects of the subject are:

- Know the different areas and possibilities of work offered by Public Administrations (AAPP)
- The typology of personnel at the service of Public Administrations.
- Know how staff templates can be dimensioned and organized.
- Systems of selection to the AAPP, the procedures and requirements.
- Approach to career opportunities in the AAPP
- Systems for evaluating the performance of public employees
- Identify the professional competences applied to the AAPP.
- Legal status of working conditions of public employees
- Professional public management.

Competences

- Assume the social, ethical and professional responsibility that derives from professional practice.
- Be able to adapt to unexpected situations.
- Carry out analyses of preventative measures in the area of security.
- Communicate information , ideas, problems and solutions to both specialised and non-specialised publics.
- Efficiently manage technology in security operations.
- Generate innovative and competitive proposals in research and in professional activity developing curiosity and creativity.
- Identify, manage and resolve conflicts.

- Plan and coordinate the resources of the three large subsystems that interact in questions of security: people, technology and infrastructures.
- Respond to problems applying knowledge to practice.
- Use the capacity for analysis and synthesis to solve problems.
- Work in institutional and interprofessional networks.

Learning Outcomes

1. Apply different management systems to public safety.
2. Apply the different concepts involved in the internal and external communication of an organisation.
3. Assume the social, ethical and professional responsibility that derives from professional practice.
4. Be able to adapt to unexpected situations.
5. Design and implement recovery plans following disasters and mechanisms for contingencies.
6. Generate innovative and competitive proposals in research and in professional activity developing curiosity and creativity.
7. Identify, manage and resolve conflicts.
8. Respond to problems applying knowledge to practice.
9. Take decision relating to the contingencies involved in managing risks in public systems.
10. Use the capacity for analysis and synthesis to solve problems.
11. Work in institutional and interprofessional networks.

Content

BLOCK 1

- 1.- Employment in Public Administrations and the field of security.
- 2.- Administration, management and HR policies in the public sector.
- 3.- The normative framework of public employment.
- 4.- Staff typology

BLOCK 2

- 5.- Public employment management instruments
- 6.- Selection and provision systems.
- 7.- Rights and duties of public employees.
- 8.- Disciplinary system and incompatibilities
- 9.- Promotion and career of the staff

BLOCK 3

- 10.- Performance evaluation
- 11.- Remuneration system: incentivisation and productivity.

BLOCK 4

- 12.- Collective rights to public employment.
- 13.- Professional public management.

Methodology

The methodology to be followed throughout the implementation of the teaching will be mixed: explanation by the teacher to the time interaction with the students through the question / answer system in the theory sessions. To the practical contents, on the other hand, there will be a clear protagonism of the students, since the teacher will only offer the initial questions and will support throughout the individual or group work of the students. It is about making a simultaneous system of teaching-learning of the students, which becomes a type of training to face in the best conditions the tests of theory and practice at the end of the block.

Depending on the size of the group, you can also use the group dynamics technique with a spokesperson to assess teamwork.

In each of the thematic blocks, the same scheme will be made:

- Presentation with script.
- Approach of basic questions to learn.
- Content exhibition.
- Realization of practical assumption.
- Summary essential elements of the subject.

The tutorials with the teaching staff will be arranged by email

Activities

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Theoretical and practical classes with the participation of students	44	1.76	4, 2, 1, 3, 5, 8, 6, 7, 9, 11, 10
Type: Supervised			
Tutoring with students	12	0.48	4, 2, 1, 3, 5, 8, 6, 7, 9, 11, 10
Type: Autonomous			
Resolution of practical cases. Realization of works. Personal study	94	3.76	4, 2, 1, 3, 5, 8, 6, 7, 9, 11, 10

Assessment

Those students who do not pass the set of evaluation elements described above, with a minimum of five points for each block, will do a re-evaluation of all the contents., On the date officially summoned. The re-evaluation test will include theoretical questions and practical exercises of typology and difficulties similar to those worked in class.

The exams may be oral or face-to-face at the discretion of the faculty

Without prejudice to other disciplinary measures deemed appropriate, and in accordance with current academic regulations, irregularities committed by a student that may lead to a variation of the grade will be scored with a zero (0). For example, plagiarizing, copying, letting copy ..., an evaluation activity, will imply suspending this evaluation activity with a zero (0). The evaluation activities qualified in this way and by this procedure will not be recoverable.

EVALUATION

In case of not passing the subject according to the aforementioned criteria (continuous evaluation), a recovery test may be done on the date scheduled in the schedule, and it will cover the entire contents of the program.

To participate in the recovery the students must have been previously evaluated in a set of activities, the weight of which equals a minimum of two thirds of the total grade of the subject. However, the qualification that will consist of the student's file is a maximum of 5-Approved.

Students who need to change an evaluation date must submit the request by filling in the document that you will find in the moodle space of Tutorial EPSI.

Without prejudice to other disciplinary measures deemed appropriate, and in accordance with current academic regulations, "in the event that the student makes any irregularity that could lead to a significant variation in the grade of an evaluation act, it will be graded with a 0 This evaluation act, regardless of the disciplinary process that can be instructed In case of various irregularities occur in the evaluation acts of the same subject, the final grade of this subject will be 0 ".

The tests / exams may be written and / or oral at the discretion of the teaching staff.

RECOVERY

Students who do not pass the continuous evaluation or who do not present themselves to it must present themselves to the re-evaluation to pass the subject. The maximum grade of this exam will be 5-Approved

Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
Resolution of a global type questionnaire on the subject	30%	0	0	4, 2, 1, 3, 5, 8, 6, 7, 9, 11, 10
Resolution of practical cases and realization of works	30%	0	0	4, 2, 1, 3, 5, 8, 6, 7, 9, 11, 10
Written or oral tests to assess the knowledge acquired by the student	40%	0	0	4, 2, 1, 3, 5, 8, 6, 7, 9, 11, 10

Bibliography

Public occupation

- CASTILLO BLANCO, Federico A. y otros autores "Situación actual y tendencias de la función pública española". Editorial Comares. Granada 1998.
- JIMÉNEZ ASENSIO, Rafael: Directivos Públicos, Instituto Vasco de Administración Pública, 2006.
- LONGO, F. (1995) Reforma del empleo público: tótem y tabú. GAPP núm 2 INAP
- LOSADA MARRODÁN, Carlos: "Las especificidades de la gestión pública: implicaciones en la función directiva pública", en Documentación Administrativa, núm. 241-242, INAP, Madrid, 1995
- PRATS, Joan: "Política, gestión y administración de recursos humanos en las Administraciones Públicas" en Documentación Administrativa, núm. 210-211, INAP, 1987.
- SÁNCHEZ MORÓN, Miguel y otros: La función pública directiva en Francia, Italia y España, INAP, Madrid, 2007.
- SUBIRATS HUMET, Joan: Qué gestión pública para qué sociedad. Una mirada prospectiva sobre el ejercicio de la gestión pública en las sociedades europeas actuales, Boletín TOP, núm. 6, www.top.org.ar.
- VILLORIA, Manuel: Manual de gestión de recursos humanos en las administraciones públicas. Tecnos. Madrid, 2000.

Planification and organization of the work

PALOMAR OLMEDA, A. (1997) Planificación de los recursos humanos en el ámbito público. Mc Graw Hill.

SUBIRATS HUMET, Joan: Análisis de políticas públicas y eficacia en la administración. MAP. Madrid 1989.

Web links

<http://www.aedipe.es/>

<http://capitalhumano.wke.es/>

<http://www.factorhumana.org/>

<http://www.rrhh-web.com/>

<http://www.rrhhmagazine.com/>

<http://www.cemci.org>