

Master's Dissertation

Code: 43170
ECTS Credits: 6

| Degree | Type | Year | Semester |
|--|------|------|----------|
| 4313788 Management of Human Resources in Organizations | OB | 0 | 2 |

Contact

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Use of Languages

Principal working language: spanish (spa)

Teachers

Juan Manuel Muñoz Justicia

Susana Pallarés Parejo

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Cesar Luis Fernandez Llano

Irene Carracedo Gil

Sergio Serrano González

Prerequisites

It is necessary to be enrolled or have completed all mandatory modules making up the Master.

Objectives and Contextualisation

The main objective of the Master's Dissertation (MD) is to evaluate the integration of professional competencies that have been acquired in the Master.

It is a continuous task and the student receives supervision throughout its development. The student will work autonomously (131 hours), so it is important to have clear instructions for the supervision and evaluation (see the MD manual in the virtual classroom).

The MD subjects which can be chosen will be agreed with the work placements and/or with the academic tutors.

Competences

- Communicate and justify conclusions clearly and unambiguously to both specialised and non-specialised audiences.
- Design operational plans (for training, induction, etc.) in simulated contexts.
- Identify indicators that help to develop the potential of the individuals that make up an organisation, collectively and individually.
- Reflect critically on one's own performance, identifying strong points and areas for improvement.

Learning Outcomes

1. Assess one's own performance on executing a specific project, identifying strong points and areas for improvement.
2. Design an intervention or applied research project in the field of human resources, that is viable, relevant and well-structured.
3. Effectively present the advances and findings of the project to different audiences.
4. Propose a project that directly or indirectly favours the development of the persons that form part of an organisation.

Content

The MD is a cumulative and continuous project which is carried out during the second semester of the Master's course. The student has to demonstrate their ability to establish links between the various modules of the master.

It is of a highly professional nature, which means that the dissertation has to show the student's ability to address current problems in human resources and its management using appropriate intervention and analysis methodologies.

It may be theoretical or empirical. At a generic level three types of MD can be defined: (A) professional or an intervention project, (B) theoretical review of a current topic and (C) research.

Methodology

The teaching methodology for the MD is divided into supervised activity, individual work and an evaluation activity.

The supervised activity is carried out in two ways: firstly, programmed sessions are organised (8 hours over 5 sessions, 1+4) which are mandatory for all of the students; and secondly, the student may ask the supervising teacher for up to a maximum of 7.5 hours in tutorial time which is agreed between them and conducted virtually.

The individual activities are those that allow students to develop their MD. Throughout the process, the student must present the progress of the work to the supervising teacher, in accordance with that stipulated in the MD manual stored in the virtual classroom, as well as through various essays to be evaluated by the teacher. In addition, the student will hand in their work through a public presentation of their defence.

The evaluation activities are made up of various documents that must be submitted during the development of the dissertation and, once finished, will cover the competencies that the MD aims to achieve.

* The way the MD works, the teaching methodology as well as its evaluation will be described and explained in a manual which can be found in the Master's virtual classroom.

Activities

| Title | Hours | ECTS | Learning Outcomes |
|--------------------|-------|------|-------------------|
| Type: Supervised | | | |
| Mentoring | 7.5 | 0.3 | |
| Scheduled sessions | 10 | 0.4 | 2, 4 |
| Type: Autonomous | | | |

Assessment

The continuous evaluation of the MD is a competence-based evaluation. This means that the Learning Outcomes (LO), which indicate the achievement of competencies, will be evaluated throughout the process.

To be able to consider that a student has passed the MD they must:

1. Attend the supervised sessions which are programmed.
2. Obtain a minimum mark of 3.25 (out of 6.5) in the report section (assignments 1a, 1b, 1c).
1. Give their presentation and corresponding defence of assignment 2b.
1. Submit the mandatory assignments (1a, 1b, 1c, 2a) through the virtual classroom within the set deadlines.
1. Achieve a final mark of 5 points or more for all the assignments submitted.

In the event that any of these requirements are not met, the overall mark in the record shall be a maximum of 4 points.

The recouping of marks is a continuous process and is included in the development of the course. It is not possible to redo it at the end of the course.

Any student who has submitted assignments with a weight equal to or more than 4 points (40%) cannot include any work marked as "not evaluable" in their records.

In the event that copying or plagiarism (copying of part of a published work without citing it) is detected, the tutor will inform the teacher responsible for the module, who will convene the student(s) involved. If confirmed, it will mean that the MD will be classed as a fail.

Assessment Activities

| Title | Weighting | Hours | ECTS | Learning Outcomes |
|---|-----------|-------|------|-------------------|
| Asgmt. 1aProject | 15% | 0 | 0 | 2, 4 |
| Asgmt.1b Introduction and discussion of results | 20% | 0 | 0 | 2, 4 |
| Asgmt.1c Final report | 30% | 0 | 0 | 2, 4, 1 |
| Asgmt.2a Executive summary | 10% | 0 | 0 | 3 |
| Asgmt.2b Presentation (defence) | 25% | 1.5 | 0.06 | 3, 1 |

Bibliography

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Golano, C. y Flores-Guerrero, R. (2002). *Aprender a redactar documentos empresariales*. Barcelona: Paidós.

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