

**Professional Experiences: Consolidated and  
Emerging Areas through Case Studies**

Code: 43171  
ECTS Credits: 6

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

### Contact

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### Teachers

Sergio Serrano González

### Use of Languages

Principal working language: spanish (spa)

### External teachers

Ainhoa Fornós

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Enric Arques

Enric Soler

Estibaliz Vicente

M. Rosario Aoiz

Raquel Rocamora

### Prerequisites

There are no prerequisites.

### Objectives and Contextualisation

This is a highly practical module designed to illustrate some of the emerging fields in Human Resources through the presentation of examples of successful business cases which have been implemented in various organisations, enabling specific interventions in real companies to be illustrated.

Upon completion of the module, the student will be able to:

- Analyse real cases of interventions in the field of Human Resources
- Reflect on the alignment of the Human Resources strategy in the organisation's business

- Analyse the consequences of the intervention on the organisation's results (direct and indirect)
- Analyse the implications of the various interventions on people's conduct.

## Competences

- Assess the peculiarities of the different contexts and their implications for human resources.
- Continue the learning process, to a large extent autonomously
- Deal appropriately with internal and external clients.
- Evaluate specific operational plans and programmes for human resources in order to introduce improvements.

## Learning Outcomes

1. Carry out assigned tasks to the satisfaction of the client.
2. Identify and assess deficiencies in the design and implementation of human resources programmes and systems.
3. Propose adjustments to the design and implementation of particular human resources programmes and systems.
4. Reflect on the role of the human resources specialist from the perspective of emerging areas.

## Content

The contents of the module are in line with the experiences reported by professionals in HR management. Given that these are external professionals these experiences are concluded as the course advances. Meanwhile, the structure consists of an introduction in which the students are presented with the current trends in human resources, the era of people and talent, and various Business Cases which will address the alignment of objectives, talent management and diversity, the appointment and business wellness, among others. These Business Cases correspond to various experiments carried out in renowned organisations in different sectors and fields.

## Methodology

There are a variety of teaching methods used in this module and it is designed based on the defined objectives:

1. Explanation of real business cases (Peer Coaching and Stretch Assignment)
2. Debates (participation in forums and reading)
3. Preparation of a portfolio

## Activities

| Title  | Hours | ECTS | Learning Outcomes |
|--|-------|------|-------------------|
| Type: Directed                               |       |      |                   |
| Analysis of real situations in the classroom | 15    | 0.6  | 3                 |
| Master class sessions                        | 15    | 0.6  | 4                 |
| Type: Supervised                             |       |      |                   |
| Forum  | 15    | 0.6  | 4                 |

|   |    |     |   |
|---|----|-----|---|
| Resolution of exercises                 | 45 | 1.8 | 2 |
| Type: Autonomous                        |    |     |   |
| Portfolios: personal reflection reports | 30 | 1.2 | 1 |
| Reading                                 | 15 | 0.6 | 2 |
| Search for information                  | 15 | 0.6 | 3 |

## Assessment

### PORTFOLIO creation:

The module will be evaluated through the submission of 8 reports that will each contain the personal reflections of each participant on the practical experience explained in each of the sessions. The submission of each report shall be within a set deadline, which will be indicated in each case, and the average of all the reports handed in will make up the final mark of the module.

The minimum mark to retake the module is 3.5.

## Assessment Activities

| Title  | Weighting | Hours | ECTS | Learning Outcomes |
|--|-----------|-------|------|-------------------|
| Attendance and active participation in class.                | 5%        | 0     | 0    | 1, 2, 3, 4        |
| Report evaluations carried out by the various professionals. | 95%       | 0     | 0    | 1, 2, 3, 4        |

## Bibliography

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[www.zurich.es](http://www.zurich.es)

[www.fundacionmanpower.org](http://www.fundacionmanpower.org)

[www.mango.es](http://www.mango.es)

<http://es.scribd.com/doc/55100516/Estudio-Human-Age-de-ManpowerGroup>

[http://www.youtube.com/watch?v=0oeHM\\_94GGY](http://www.youtube.com/watch?v=0oeHM_94GGY)

<http://www.manpowergroup.com/wps/wcm/connect/manpowergroup-en/home/thought-leadership/>

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