

**Direction and Management of Organisation and
Human Resources**

Code: 104801
ECTS Credits: 6

Degree	Type	Year	Semester
2503868 Communication in Organisations	OT	4	2

Contact

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Teaching groups languages

You can check it through this [link](#). To consult the language you will need to enter the CODE of the subject. Please note that this information is provisional until 30 November 2023.

Prerequisites

The course in Management of Organisations and Human Resources does not require any prerequisite to be taken. It is a business training based on the management of human resources within organisations through practical and theoretical learning.

Objectives and Contextualisation

Human resources are a fundamental element of organisations. This is even more important for the economies of our immediate environment, which are increasingly oriented towards services. On the other hand, many organisations in our environment are or have international relations, which implies the need to study the management of people in a much more complex economic and cultural situation than that which could be found a few years ago.

The course aims to offer a vision of human resources in which the main strategic aspects are considered in order to allow an understanding of the processes that are carried out in this area of companies.

The objectives of the course are, therefore:

To understand the concept of strategic human resources management.

To understand the mechanisms of information and communication in the company.

To analyse and assimilate issues to be taken into account when defining the provision of human resources.

Define the training and development policy.

Understand the objectives and instruments for evaluating performance and compensation.

Combine all of the above elements to design professional careers and possible processes for resizing the organisation.

Finally, the student should be able to define the human resources strategy and the application of policies for different types of organisations, in different circumstances, in order to increase the generation of human resources.

Competences

- Analyse and evaluate the structures of the different types of organisations, of the Media and of the relationship between the two.
- Introduce changes in the methods and processes of the field of knowledge to provide innovative responses to the needs and demands of society.
- Students must be capable of applying their knowledge to their work or vocation in a professional way and they should have building arguments and problem resolution skills within their area of study.
- Students must be capable of collecting and interpreting relevant data (usually within their area of study) in order to make statements that reflect social, scientific or ethical relevant issues.
- Students must develop the necessary learning skills to undertake further training with a high degree of autonomy.

Learning Outcomes

1. Analyse a situation and identify its points for improvement.
2. Describe the fundamentals of organisations' business structures in order to generate original ideas about the context.
3. Explain the functioning of organisations in the context of the general economy.
4. Plan and execute projects in the field of business start-ups.
5. Propose new methods or well-founded alternative solutions.
6. Weigh up the risks and opportunities of both one's own and other people's proposals for improvement.
7. Work independently to solve problems and take strategic decisions on the basis of the knowledge acquired.

Content

1. Strategic human resources management in organisations
2. Human resources planning and provision
3. Recruitment and socialisation
4. Training and development
5. Evaluation and compensation
6. Indicators for human resources management
7. Current trends in people management
8. Relationship between business strategy and HR policies

Methodology

1. Theoretical classes

The objective of the theoretical classes is to offer a vision of human resources management in which the main strategic aspects are considered and to deepen the understanding of the processes that are carried out in this area of companies.

2. Presentation and discussion of exercises and case studies

The aim is to develop the necessary skills to apply the concepts acquired in specific situations.

3. Review of articles on economics and business management.

The aim is to develop the skills of reflection and analysis on the most important current aspects of human resources management.

At the beginning of the course, there will be an indicative timetable on the virtual campus. The course will be taught face-to-face.

Annotation: Within the schedule set by the centre or degree programme, 15 minutes of one class will be reserved for students to evaluate their lecturers and their courses or modules through questionnaires.

Activities

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Articles, exercises and Cases	15	0.6	1, 2, 5
Master Classes	33	1.32	1, 2, 3, 4, 6, 5, 7
Type: Autonomous			
Self-study and group study	90	3.6	1, 2, 3, 4, 6, 5, 7

Assessment

THE CONTINUOUS ASSESSMENT CONSISTS OF:

The continuous assessment of this subject, for those students who wish to take it, consists of the following evidences:

Final exam: It will take place on the date officially indicated by the academic secretary's office. This part will account for 50% of the mark. The professor will indicate the format of this test.

Exercises, cases and presentation of articles: The weight of the overall mark for this part will be 20%. In total there will be four practical activities carried out in class and it will be the teacher who, at the beginning of the course, will establish the days on which the practical cases will be carried out. These practical activities may be carried out individually or in groups, as the teaching team decides.

Final group work: The weight of the overall mark for this part will be 30%. This work will be group work based on a case defined by the teaching team and must be presented in class.

With regard to assessment, it is foreseen that assessment activities based on exams may be carried out in person, both continuous assessment activities, in seminars or classroom practice, as well as final exams. Of course, this is subject to unforeseen health circumstances preventing this.

As part of the continuous assessment activities, the teaching team may also assess attendance and participation in class. It is always a question of active participation throughout the course, of quality, adequate and relevant to the topics covered.

At the beginning of the course, the teaching team will present the syllabus and timetable for the subject, specify the continuous assessment system and set the percentages assigned to each of the activities and the dates for their completion, as well as the re-evaluation system. Reassessment may only be carried out if the continuous assessment has been followed. In order to be able to take the retake (re-evaluation) of the subject, the student must have obtained an average mark of 3. In the event of obtaining an overall mark lower than 3, the student must retake the subject in the following year.

The re-evaluation grade will only have two possible options: PASS or FAIL. If the student obtains a pass mark, he/she is considered to have passed the subject with a maximum numerical mark of 5. If the student obtains a fail mark, he/she does not pass the subject and the final mark will be the same as the one obtained before the re-evaluation.

THE SINGLE ASSESSMENT CONSISTS OF:

The single assessment of this subject, for those students who wish to take it, consists of the following evidence:

Final knowledge exam (50%): This theoretical mark requires a minimum mark of 5 to be passed.

Specific work on one of the subjects of the course and linked to the reality of the business world (50%): The work will be proposed at the beginning of the course together with the teacher. The deadline for submitting the work is the last official class day of the course, in accordance with the established timetable. This part also requires a minimum mark of 5 to be passed.

Important note: Any student who commits any irregularity (copying, plagiarism, impersonation, use of artificial intelligence, etc.) that may lead to a significant variation in the grade of an evaluation act, will be graded with 0

in that evaluation act. In the event of more than one irregularity, the final grade for the subject will be 0. In case of doubt, the teacher may complement the activity with a personal interview to corroborate the authorship of the text or work.

Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
Articles, exercises and Cases	20%	5	0.2	1, 3, 5, 7
Course Project	30%	4	0.16	1, 2, 3, 6, 5, 7
Final Exam	50%	3	0.12	1, 2, 3, 4, 6, 5, 7

Bibliography

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Comunicació 21 <http://comunicacio21.cat>

During the course, other complementary bibliographical references and online sources will be suggested in order to delve deeper into the topics covered.

Software

No specific requirements.