UAB

Universitat Autònoma
de Barcelona

2023/2024

Critical Psychosocial Aspects in HR Management

Code: 43166
ECTS Credits: 6

Degree	Type	Year	Semester
4313788 Management of Human Resources in Organizations	OT	0	1

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.

Teachers

Miriam Diez Piñol

Jesús Rojas Arredondo

Rafael Díaz Cortinas

External teachers

Sara Vidal

Prerequisites

There are no prerequisites.

Objectives and Contextualisation

This module explores how the application of new technologies in organisations has an influence in various psychosocial phenomena which are of great significance in the understanding, decision-making and management of human resources.

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

Describe the characteristics, constraints and effects of the relevant psychosocial phenomena and processes in order to understand the day-to-day operation of an organisation.

Analyse various problematic and organisational situations according to the related psychosocial aspects.

Explain the relationships between different processes, human resources, new technologies and psychosocial processes.

Competences

- Apply psychosocial principles and frameworks to analyse features of organisational contexts.
- Integrate knowledge and use it to make judgements in complex situations, with incomplete information, while keeping in mind social and ethical responsibilities.
- Mark out human resources needs in the different areas of an organisation, from a proactive, systemic approach.
- Work in a team, taking advantage of companions' different ways of thinking and acting.

Learning Outcomes

1. Assess the impact that certain actions, programmes or systems could have on the well-being of an organisation's members.
2. Identify important psychosocial aspects or phenomena to understand a particular situation or implement a programme or system in the field of human resources.
3. Organise important information on the psychosocial factors that may have an impact on a human resources programme or system.
4. Take into account different points of view, ways of thinking and sensibilities when formulating hypotheses on human resources needs.

Content

1.- The Digital Culture Technological revolution
New digital skills.
Digital economy.

2.- Generations
New expectations. Digital natives.

Managing the millennials.

3.- Virtual Teams and leadership

The impact of the digitalisation of teams.

How to improve work processes in virtual environments.
Work skills in virtual teams.

4.- Critical Aspects
Critical Management Studies, Power and Ethics.

Methodology

Lectures. The presentation of the various topics will be done through lectures given by the teaching staff who are responsible for this module.

Case presentations. Cases related to the various content topics will be analysed in the classroom to review practical actions of professionals.

Exercises. Dynamic exercises and role playing and experiments will also be carried out which will allow students to solidify their knowledge and work on the competencies assigned to the module.

Activities

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Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Master class	0.6	2	
Exercises and games	15	0.6	1, 4
Type: Supervised			
Defence of an Action Plan	2	0.08	2
Group tutorials	30	1.2	3
Type: Autonomous			
Research and review of bibliography, case analysis.	58	2.32	2, 3, 4

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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			
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Master class	15	0.6	3
Type: Supervised			
Defence of an Action Plan	2	0.08	3
Group tutorials	30	1.2	4
Type: Autonomous			
Research and review of bibliography, case analysis	58	2.32	3, 4, 1

Assessment

Assignment 1. Online team work.

Experience working in a virtual team. Work to be done individually and in groups. With a weight in the final grade of 25% and 10% respectively.

Assignment 2. Reflection on a real case study to develop in the master. Individual work. This work will make up 40% of the final mark.

Assignment 3. Reflection of an article on Critical Management Studies. Individual work. This work will make up 25% of the final mark.

Unique assessment

Article 265. Avaluació única

2. La sol·licitud d'avaluació única suposa la renúncia a l'avaluació continuada, i implica el lliurament en una única data del nombre necessari d'evidències avaluadores per acreditar i garantir la consecució dels objectius i els resultats d'aprenentatge establerts en l'assignatura.

The single evaluation does not imply non-attendance to the face-to-face sessions. During the face-to-face sessions, activities that are necessary to satisfactorily complete the evaluation evidences can be carried out.

Students who choose the single evaluation option will present, once the module is finished, the same evidences foreseen for the continuous evaluation modality.

The same resit system as the continuous assessment will be applied.

Retakes

Students who fail to reach the established criteria to pass the module and those who have been evaluated in a set of activities with a weighting of two-thirds of the total score for the module may retake it.

The minimum mark to retake the module is 3.5.

Evaluation Guidelines of theFaculty of Psychology:https://www.uab.cat/doc/DOC_PautesAvaluacio_FP_23-24

Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
ASGMT 2: Reflection on a real case	40%	10	0.4	3, 4, 1
ASGMT 3: Review of article on Critical Management	25%	8	0.32	3, 4
Assignment 1a: Online team work (individual)	25%	0	0	2, 3, 4, 1
Assignment 1b: Online team work (group)	10%	12	0.48	2, 3, 4, 1

Bibliography

Barry, D.; Hansen, H. (eds.) (2008). Handbook of New Approaches in management and Organization, Londres: Sage

Beranek, P. M., y Martz, B. (2005). Making virtual teams more effective: improving relational links. Team performance management, 11(5/6),200-213.

Foster, M. K., Abbey, A., Callow, M. A., Zu, X., y Wilbon, A. D. (2015).Rethinking virtuality and its impact on teams. Small Group Research, 46(3),267-299.

Martín, A; Rubio. R (2015) Jóvenes y generación 2020. Revista de Estudios de Juventud. 108. Madrid

Orengo, V., Zornoza, A., y Peiró, J. M. (2011). Gestión de equipos virtuales en las organizaciones laborales: algunas aportaciones desde la investigación. Papeles del Psicólogo, 32(1), 82-93.

Tabernero, C. (2010) Efectividad de los Equipos de Trabajo, una revisión de la última década de Investigación (1999.2009). Revista de Psicología del Trabajo y de las Organizaciones 26,1, 47-71.

Tirado, F. Baleriola, E y Gálvez A. (2017) Critical Management Studies. Barcelona: Editorial UOC.

Software

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