UAB
Universitat Autònoma de Barcelona

2023/2024

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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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

Susana Pallares Parejo

Sergi Serrano González

External teachers

Enric Soler

Javier de la Morena

M. Rosario Aoiz

Paco Megías

Raquel Rocamora

Prerequisites

There are no prerequisites

Objectives and Contextualisation

It is an eminently practical module to exemplify some of the emerging areas in Human Resources through the presentation of "business cases" implemented in different organizations as success stories that allow illustrating specific interventions in real companies.

At the end of the module, the student will be able to:

- Analyze real cases of interventions in the area of Human Resources

- Reflect on the alignment of the Human Resources strategy to the business strategy of the organization

- Analyze the consequences of the intervention on the organization's income statement (direct and indirect)

- Analyze the implications of the different interventions on people's behavior.

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 lived and reported by professionals in HR management. The content structure consists of an introduction, showing students the current scenario of human resources, the Era of people and Talent, and different Business Cases are presented to the students, from which the alienation of objectives, the management of talent and diversity, commitment and business well-being will be addressed, among others. These Business Cases correspond to different experiences carried out by recognized organizations from different sectors and fields.

Methodology

The teaching methodology used in this module is varied and is designed according to the defined objectives:

- Exhibition of real cases of companies (Peer Coaching and Stretch Assignment).
- Debates (participation in Forums and Reading)
- Preparation of the portfolio

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			
Analysis of real situations in the classroom	15	0.6	4
Master class sessions	15	0.6	3
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	3
Search for information	15	0.6	2

Assessment

PORTAFOLIO creation:

The evaluation of the module will be carried out through the delivery of a report that will contain, each one of them, the personal reflections of each participant on the practical experience presented in each session. The delivery of the report will be within the established term that will be indicated in each case and the average of each of them will configure the final grade of the module.

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 have not reached the criteria established to pass the module and those who have been evaluated in a set of activities with a minimum weight of 2/3 of the total qualification of the module will be able to opt for recovery.

The minimum score to qualify for recovery is 3.5.

Assessment guidelines of the Faculty of Psychology:
https://www.uab.cat/doc/DOC_PautesAvaluacio_FP_23-24

Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
Professional experience report 1	14.3%	0	0	1, 2, 3, 4
Professional experience report 2	14.3%	0	0	1, 2, 3, 4
Professional experience report 3	14.3%	0	0	1, 2, 3, 4
Professional experience report 4	14.3%	0	0	1, 2, 3, 4
Professional experience report 5	14.3%	0	0	1, 2, 3, 4
Professional experience report 6	14.3%	0	0	1, 2, 3, 4
Professional experience report 7	14.3%	0	0	1, 2, 3, 4

Bibliography

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Software

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