

Degree	Type	Year
4313788 Management of Human Resources in Organizations	OB	0

Contact

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Teachers

(External) Joan A. Vélez

Teaching groups languages

You can view this information at the [end](#) of this document.

Prerequisites

There are no prerequisites.

Objectives and Contextualisation

The module aims for students to be able to analyze and execute processes aimed at empowering and taking advantage of people's resources (training, development and performance evaluation), from an approach similar to talent management.

Some useful ICT tools in the management of these processes will be studied so that the student body can discuss their implications.

Key skills such as oral and written communication will be worked on.

Competences

- Design operational plans (for training, induction, etc.) in simulated contexts.
- Evaluate specific operational plans and programmes for human resources in order to introduce improvements.
- Identify indicators that help to develop the potential of the individuals that make up an organisation, collectively and individually.
- Present proposals, reports and results effectively to different types of interlocutor.
- Use acquired knowledge as a basis for originality in the application of ideas, often in a research context.

Learning Outcomes

1. Assess different models for evaluating performance on the basis of the resources's, conditions and possible benefits they might provide.
2. Design performance review systems using criteria that fit the particular organisation concerned.
3. Draw up the protocol for identifying staff development needs that fit the characteristics of a given organisation.
4. Produce a clear, viable training plan to meet the needs of an organisation.
5. Produce texts on training plans that are written in such a way as to facilitate their application, monitoring and evaluation.

Content

1. Introduction: Development of Human Resources
 1. Key concepts: career, potential, talent and performance
 2. Planning a career or development planning
 3. Identifying needs in the organisation, groups and individuals
 4. Protocols for identifying development needs
3. Evaluating potential
 1. Developing potential in organisations
 2. Objectives and indicators
 3. Methods and techniques for developing potential
 4. Talent management
5. Performance evaluation
 1. Concepts and objectives
 2. Criteria and performance management systems
 3. Evaluating the results
 4. Design and implementation of an evaluation system. Current trends.
7. Diagnosis of training needs
 1. Importance and need for training in organisations
 2. Studies to identify training needs. Objectives and process
 3. Models and methods for identifying needs
 4. Evaluation, diagnosis and prioritisation of the training needs
9. Training management and evaluation
 1. Planning and design of training plans
 2. Implementation of plans and training activities
 3. Evaluating the results. Criteria, types and methods of evaluation.
 4. Current trends. Key factors for training to be effective

Activities and Methodology

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Cases analysis and resolution	14	0.56	2, 3, 4
Group practices	8	0.32	2, 3
Works presentation	8	0.32	1, 2, 4, 5
Type: Supervised			

Mentoring	10	0.4	4
Virtual supervision of projects and activities	40	1.6	2, 3, 4, 5
Type: Autonomous			
Bibliographic information search	10	0.4	1
Study and assimilation of contents and concepts	30	1.2	1, 3, 5
Text reading and analysis	30	1.2	1

Practical activities will be carried out in the classroom along with a review of technical documentation.

Solving problems / cases / exercises in small groups and pooling of conclusions with the whole group.

Solving problems / cases / exercises through activities in the virtual classroom.

Preparation of written work, presentations or reflections.

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.

Assessment

Continous Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
Assignment 1: Process of evaluating potential	30%	0	0	3
Assignment 2: Development of a performance evaluation system	30%	0	0	1, 2
Assignment 3.1: Development of a training plan - group	20%	0	0	3, 4, 5
Assignment 3.2: Development of an individual training plan - individual	20%	0	0	3, 4, 5

The evaluation of the module is done on the basis of four assignments:

Assignment 1: Consists of a practical evaluation of potential process through a group project which will be presented in class defending and arguing the process to the rest of the class (30% of the mark).

Assignment 2: Consists of the practical development of a performance evaluation system, designing the evaluation system best suited for a particular organisation, through a practical case study (30% of the mark).

Assignment 3.1: Consists of preparing a training plan for an organisation as a group, carrying out a study and diagnosis of training needs, the training process and the evaluation of the results. It includes a presentation to be given in the class (20% of the mark). Grupal work.

Assignment 3.2: Consists of preparing a training plan for an organisation as a group, carrying out a study and diagnosis of training needs, the training process and the evaluation of the results. It includes a presentation to be given in the class (20% of the mark). Individual work.

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

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Software

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Language list

Name	Group	Language	Semester	Turn
(TEm) Theory (master)	1	Spanish	second semester	afternoon
