UAB
Universitat Autònoma de Barcelona

Management of Human Resources

Code: 100522
ECTS Credits: 6

2025/2026

Degree	Type	Year
Labour Relations	OT	4

Contact

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Teachers

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Teaching groups languages

You can view this information at the end of this document.

Prerequisites

The subject requires a general knowledge in economics and organizational behavior.

Objectives and Contextualisation

Human resources are a fundamental element of organizations. This is even more important for the economies of our closest environment, increasingly oriented to services. On the other hand, many organizations present 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 could be found a few years ago.
The subject aims to provide a vision of human resources in which the main strategic aspects are considered to allow an understanding of the processes that are carried out in this area of the companies.
The objectives of the subject are, therefore:
Understanding the concept of strategic management of human resources; understand the mechanisms of information and communication in the company; Analyze 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 the instruments to evaluate the performance and the compensation; combine all the previous elements in order to design professional careers and the possible redimension processes of the organization. Finally, the student must be able to make a definition of the human resources strategy and application of policies for different types of organizations, in different circumstances, in order to increase the generation of value.

Competences

- Carrying out analysis, diagnostics, lending support and taking decisions in terms of organisational structure, labour organisation, motion study and working hours studies.
- Clearly expressing ideas or facts in a compelling way.
- Drawing up and formalising reports and documents.
- Identifying, analysing and solving complex problems and situations from an (economic, historical, legal, psychological, and sociological) interdisciplinary perspective.
- Leading a group of people, by using the appropriate methods to guide individuals or groups towards the attainment of a goal.
- Maintaining a direction and performance that reflect the effort to do the tasks with efficiency and quality.
- Organising and managing the available time.
- Producing and designing organizational strategies, developing the human resources strategy of the organization.
- Retain the ethical values and moral standards in decision-making.
- Students must be aware of the impact and implications of decisions and activities in other company areas.
- Students must be capable of deciding, sharply taking decisions and judging.
- Students must be capable of initiative, creativity and entrepreneurial spirit.
- Students must be capable of recognising and guiding the needs of people from their immediate environment.
- Students must be effective in a changing environment and when facing new tasks, responsibilities or people.
- Verbally communicating and defending a project.
- Working autonomously.
- Working effectively in teams.

Learning Outcomes

1. Applying the administrative and organisational tools.
2. Clearly expressing ideas or facts in a compelling way.
3. Designing new organisational forms.
4. Drawing up and formalising reports and documents.
5. Knowing the indicators for the management of human resources.
6. Knowing the leadership tasks, competency-based management and executive skills. Applying them in factual assumptions.
7. Knowing the organisational forms, organisation and working methods.
8. Leading a group of people, by using the appropriate methods to guide individuals or groups towards the attainment of a goal.
9. Maintaining a direction and performance that reflect the effort to do the tasks with efficiency and quality.
10. Organising and managing the available time.
11. Relating the business strategy and human resource policies.
12. Retain the ethical values and moral standards in decision-making.
13. Students must be aware of the impact and implications of decisions and activities in other company areas.
14. Students must be capable of deciding, sharply taking decisions and judging.
15. Students must be capable of initiative, creativity and entrepreneurial spirit.
16. Students must be capable of planning and using the current indicators for the managing of human resources.
17. Students must be capable of recognising and guiding the needs of people from their immediate environment.
18. Students must be effective in a changing environment and when facing new tasks, responsibilities or people.
19. Verbally communicating and defending a project.
20. Working autonomously.
21. Working effectively in teams.

Content

1. Strategic management of human resources in organizations
2. Planning and provision of human resources
3. Recruitment and socialization
4. Training and development
5. Evaluation and compensation
6. Indicators for the management of human resources
7. Current trends in people management
8. Relationship between business strategy and human resources policies

Activities and Methodology

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
-	22.5	0.9	1, 5, 7, 6, 3, 16, 11
-	22.5	0.9	1, 5, 16, 11
Type: Autonomous			
-	100	4	1, 12, 19, 5, 18, 2, 9, 10, 16, 4, 11, 8, 13, 14, 15, 20, 21

1. Theoretical classes
The aim of the theoretical classes is to offer a vision of the management of human resources in which the main strategic aspects are considered and to deepen in the understanding of the processes that are carried out in this area of the companies.
2. Presentation and discussion of exercises and practical cases
The purpose is to develop the skills needed to apply the concepts acquired in specific situations.
3. Review of articles on economic dissemination and business management
The aim is to develop the skills of reflection and analysis on the most important current aspects in human resource management.
At the beginning of the winter course there will be a schedule on the virtual campus.

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
-	20%	1.5	0.06	12, 19, 5, 18, 2, 9, 10, 16, 17, 4, 11, 8, 13, 14, 15, 20, 21
-	30%	0.5	0.02	1, 12, 19, 5, 6, 3, 2, 9, 10, 16, 4, 11, 13, 15, 20, 21
Exam	50%	3	0.12	1, 5, 7, 6, 3, 16, 11

Assessment will consist in:

Final exam: 50%
Cases, readings, article presentations: 20%
Team course final assessment: 30%
"Aquesta assignatura preveu el sistema d'avaluació única"
60% --- Long questions
40% --- Short questions
"Students will be assessable as long as they have completed a set of activities whose weight is equivalent to a minimum of 2/3 of the subject's total grade. If the value of the activities carried out does not reach this threshold, the teacher of the subject may consider the student as non-evaluable".
If the student's course grade is 5 or higher, he/she is considered to have passed the subject and this cannot be the subject of a new assessment. To access the re-evaluation, students must obtain a minimum average grade of all evaluation activities equal to or greater than 3.5 out of 10 and less than 5. To participate in the re-evaluation, students must have been evaluated in a set of activities whose weight is equivalent to a minimum of two-thirds of the subject's total grade. When the mark of the recovery test is equal to or higher than 5, the final grade of the subject will be PASS, the maximum numerical grade being 5. When the mark of the recovery test is lower than 5, the final grade of the subject will be SUSPENDED, the numerical grade being the grade of the course (and not the grade of the recovery test). In the case of a grade lower than 3.5, the student will have to repeat the subject in the following course.
"The re-evaluation of the single evaluation system, the same recovery system will be applied as for the continuous evaluation"
"For this subject, the use of Artificial Intelligence (AI) technologies is permitted exclusively in support tasks, such as bibliographic or information searches, text correction or translations, and activities where the teacher explicitly authorizes their use. The student must clearly identify which parts have been generated with this technology, specify the tools used and include a critical reflection on how these have influenced the process and the final result of the activity. The lack of transparency in the use of AI in this assessable activity will be considered a lack of academic honesty and may lead to a partial or total penalty in the grade of the activity, or greater sanctions in serious cases."

Bibliography

Recommended:
GÓMEZ-MEJÍA, L.R.; BALKIN D.B.; CARDY, R.L.: "Gestión de Recursos Humanos". Prentice Hall. 5ª ed.
BARON, J. & KREPS, D. Strategic Human Resources. John Wiley & Sons. 1999.

Software

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Groups and Languages

Please note that this information is provisional until 30 November 2025. You can check it through this link. To consult the language you will need to enter the CODE of the subject.

Name	Group	Language	Semester	Turn
(PAUL) Classroom practices	1	Catalan	second semester	morning-mixed
(TE) Theory	1	Catalan	second semester	morning-mixed