

| Degree                              | Type | Year |
|-------------------------------------|------|------|
| Business and Information Technology | OB   | 3    |

## Contact

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## Teaching groups languages

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

## Prerequisites

It is desirable to have completed the "Business Economics" and "Strategic Business Management" courses.

## Objectives and Contextualisation

The course aims to offer a vision of the main strategic, operational and human aspects that allow an understanding of the processes that are established in this business functional area.

The objectives of the course are:

- Understand the concept of human resources management as a competitiveness factor
- Leadership in the company
- Team management
- Project management
- Performance evaluation
- Motivation
- Recruiting and internal promotion policies
- Training and knowledge management
- Communication and centralization of decisions
- Negotiation and change management.

## Learning Outcomes

1. CM03 (Competence) Propose actions to improve indicators related to processes in an organisation.

## Content

### 1. General considerations

1. HR Management as a strategic factor

2. Corporate culture and business organisation
3. Job design and description and people recruiting
4. Labour framework

## 2. Employee Life Cycle

1. Definition of objectives
2. Training and knowledge management
3. Professional development
4. Performance evaluation
5. Promotion policies
6. Remuneration systems

## 3. Management function

1. People and team leadership. Project management
2. Communication and information flow
3. Motivation
4. Negotiation and conflict management
5. Change Management.

## Activities and Methodology

| Title  | Hours | ECTS | Learning Outcomes |
|--|-------|------|-------------------|
| Type: Directed   |       |      |                   |
| Class work and case discussion                           | 17    | 0.68 |                   |
| Public presentations and seminars                        | 32.5  | 1.3  |                   |
| Type: Supervised   |       |      |                   |
| Group work or seminar                                    | 5     | 0.2  |                   |
| Teacher tutorials  | 10    | 0.4  |                   |
| Type: Autonomous   |       |      |                   |
| Course materials study                                   | 35    | 1.4  |                   |
| Information search and group work or seminar preparation | 39.5  | 1.58 |                   |
| Work on a news item                                      | 7.5   | 0.3  |                   |

1. For the learning of Human Resources items, presentations with audiovisual support and class cases/discussions will be carried out, in order to develop the practical skills integrated in the explanations.
2. In order to improve on the analysis and synthesis of specific aspects of the material, individual work will be carried out on a news item, that should be summarized and commented on.
3. In order to apply the HR knowledge to an specific business case, a group work or seminar on HR aspects will be carried out.

Please note that the proposed teaching methodology may undergo some modifications according to the restrictions imposed by the health authorities on on-campus courses.

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

### Continuous Assessment Activities

| Title                 | Weighting | Hours | ECTS | Learning Outcomes |
|-----------------------|-----------|-------|------|-------------------|
| Final test            | 30%       | 1.75  | 0.07 | CM03              |
| Group work or seminar | 25%       | 0     | 0    | CM03              |
| Individual work       | 15%       | 0     | 0    | CM03              |
| Partial tests         | 30%       | 1.75  | 0.07 | CM03              |

This subject/module does not offer the option for comprehensive evaluation.

The evaluation will have the following between appraisals:

- Practical part (40%):

- Preparation and participation in a group work or seminar. Max. 2,5 points (25%)
- Accomplishment (summary and commentary) of an individual work on a news item. Max. 1,5 points (15%)

- Theoretical part (60%):

- Partial test, in which questions about the programme must be answered. Max. 3 points (30%)
- Final test in which questions about the programme must be answered. Max 3 points (30%)

Any text included in both individual and/or group work, not documented or enclosed in quotation marks of more than one line, will invalidate the work.

To consider the practical part grade, 3 or more points must be obtained from the theoretical part (taking into account partial and final). In case of not passing the theory, the grade will be that of theory.

If the grade is 5 or higher, the subject will be considered passed. In case of a grade lower than 3.5, the student will be suspended. If this is not the case, the student may take advantage of the remedial process described below.

A student will be considered "Not assessable" if he or she has not participated in any of the assessment activities. Therefore, if the student performs any component of the assessment, he or she is no longer eligible for "Not Assessable".

### Calendar of Evaluation Activities

The dates of the various assessment activities (exercises, submission of papers, etc.) will be announced well in advance during the semester.

The dates of the midterm and final test of the course are programmed in the calendar of examinations of the Faculty.

*"The schedule of the evaluation tests may not be modified, unless there is an exceptional and duly justified reason why an evaluation act cannot be carried out. In this case, the persons responsible for the degrees, after consulting the teaching staff and the student body concerned, will propose a new schedule within the corresponding academic period".* Section 1 of Article 115. Calendar of evaluation activities (UAB Academic Regulations)

Students of the Economics and Business Faculty who, according to the previous paragraph, need to change an evaluation date must submit the request by filling in the document Request for rescheduling test at [https://eformularis.uab.cat/group/deganat\\_feie/solicitud-reprogramacion-de-pruebas](https://eformularis.uab.cat/group/deganat_feie/solicitud-reprogramacion-de-pruebas).

#### Procedure for reviewing appraisals

At the same time with the final test, the day and means of publication of the final grades will be announced. Likewise, the procedure, place, date and time of the grade revision will be informed in accordance with the University's regulations.

#### Recovery Process

*"In order to participate in the catch-up process, the student body must have been previously evaluated in a set of activities that represents a minimum of two thirds of the total grade of the subject or module".* Article 112 ter, paragraph 3. Recovery (UAB Academic Regulations). Students must have obtained an average grade of the subject between 3.5 and 4.9.

The date of this test is scheduled in the calendar of examinations of the Faculty. The student who presents himself and passes it will pass the subject with a grade of 5. Otherwise, he will keep the same grade.

#### Irregularities in evaluation acts

Without prejudice to other disciplinary measures that may be deemed appropriate, and in accordance with current academic regulations, *"in the event that the student commits any irregularity that may lead to a significant variation in the grade of an evaluation act, this evaluation act shall be marked with a 0, regardless of the disciplinary process that may be instructed. If there are several irregularities in the acts of evaluation of the same subject, the final grade of this subject will be 0".* Article 116, paragraph 10. Evaluation results. (UAB Academic Regulations)

"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

- GOMEZ-MEJIA, J.L (2004) Gestión de Recursos Humanos. Ed. Pearson - Prentice Hall.
- LAZEAR, E. (1998) Personnel economics for managers. Ed. John Wiley, NY.
- PEDREIRA, R. (2013) Los recursos humanos son personas. Ed. UAB.  
([https://bibcercador.uab.cat/permalink/34CSUC\\_UAB/cugbhl/alma991010567704206709](https://bibcercador.uab.cat/permalink/34CSUC_UAB/cugbhl/alma991010567704206709))
- KOONTZ, H. y WEHRICH, H. (2004) Administración, una perspectiva global. Ed. McGraw Hill.
- RODRIGUEZ, J.M. (2005) El factor humano en la empresa. Ed. Deusto.
- [www.capitalhumano.es](http://www.capitalhumano.es)
- [www.fundaciontripartita.org](http://www.fundaciontripartita.org)
- [www.mcc.es](http://www.mcc.es) (Mondragón Corporación Cooperativa).

## Software

Not available

## 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 | 201   | Catalan  | first semester | morning-mixed |
| (TE) Theory                | 20    | Catalan  | first semester | morning-mixed |