

Degree	Type	Year
Gestión de los Recursos Humanos en las Organizaciones	OB	1

## Contact

Name: Albert Espelt Hernández

Email: [albert.espelt@uab.cat](mailto:albert.espelt@uab.cat)

## Teachers

Cesar Luis Fernandez Llano

Anna Muro Rodriguez

## Teaching groups languages

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

## Prerequisites

It is advisable to bring a laptop to class.

## Objectives and Contextualisation

Critically analyse the meanings of work and its impact on physical and mental health.

Interpret the effects of climate change, technological development, and demographic shifts on occupational health.

Examine labour market trends and their implications for health and social inequalities.

Assess working and employment conditions as social determinants of health.

Evaluate the evolution of work-related injuries, illnesses, and disabilities using epidemiological data.

Identify the main actors and policies in occupational health.

Explain causal models linking job insecurity and informal employment to health issues.

Analyse psychosocial risks and their impact on mental and emotional health.

Define and distinguish between occupational accidents, occupational diseases, and work-related illnesses.

Describe the magnitude and distribution of work-related injuries and disabilities across sectors and populations

## Learning Outcomes

1. CA03 (Competence) Assess the strengths and limitations of HR management models in terms of staff development and well-being.
2. KA04 (Knowledge) Explain conclusions, motives and advanced supporting knowledge to specialised and non-specialised audiences in a clear, objective and unambiguous way.
3. KA05 (Knowledge) Identify the type of needs or demands in terms of human resources management that an area of the organisation may have depending on the HR model it practices.
4. KA06 (Knowledge) Describe the advantages and disadvantages of the demands of the areas of an organisation, in terms of HR, according to the model applied.
5. KA07 (Knowledge) Identify the special features that characterise a given organisation in terms of people management.
6. SA05 (Skill) Distinguish what type of HR management model is followed in a given organisation, based on a series of guidelines.
7. SA06 (Skill) Jointly draft the implications of the different HR management models at the organisational, group and individual levels.

## Content

1. Concept of Work and Health
2. Concepts of Work and Risk Factors Related to the Job Task
3. Epidemiological Surveillance
  - 3.1 Work-Related Diseases (those made mandatory by the public health law)
  - 3.2 Physical and Mental Health Conditions Related to the Work Environment
  - 3.3 Workers as a High-Risk Population
  - 3.4 Sick Leave and Work Performance
4. Determinants of Workers' Physical and Mental Health
  - 4.1 Structural Determinants of Physical and Mental Health
  - 4.2 Intermediate Determinants of Physical and Mental Health
5. The Social Dimension of Occupational Health
6. Promotion of Physical and Mental Health at Work
7. Disease Prevention in the Workplace
8. Occupational Health Communication to Workers
9. Ethics and Occupational Health

## Activities and Methodology

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Case analysis	10	0.4	CA03, KA05, KA06, KA07, SA06, CA03
Indicator analysis	2	0.08	CA03, KA05, KA06, KA07, CA03
Theoretical-practical classes	30	1.2	CA03, KA04, KA05, KA06, KA07, SA05, SA06, CA03

Type: Supervised

In-class group work	9	0.36	CA03, KA04, KA05, KA06, KA07, SA05, SA06, CA03
Supervision of autonomous work	9	0.36	CA03, KA04, KA05, KA06, KA07, SA06, CA03
Type: Autonomous			
Design of interventions or training programs to promote health and wellbeing	20	0.8	CA03, KA04, KA05, KA06, KA07, SA05, SA06, CA03
Literature and documentary review	30	1.2	CA03, KA05, KA06, KA07, CA03

This course provides different activities based on active-learning methodologies that are centred on the student. This involves a "hybrid" approach in which we combine traditional teaching resources with other resources aimed at encouraging meaningful and cooperative learning.

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
Case analysis	20%	10	0.4	CA03, KA04, SA06
Design a programme to improve workplace health in an organisation	40%	15	0.6	CA03, KA04, KA05, KA06, KA07, SA05, SA06
Design of a specific competency model for an organisation	40%	15	0.6	CA03, KA04, KA05, SA05, SA06

The evaluation consists of 3 learning outcomes that will be carried out for each of the 3 blocks:

#### BLOCK 1- Case analysis

A written work will be carried out in groups of 3-5 students analyzing cases on personality, motivation, development and well-being of workers in organizations.

#### BLOCK 2- Design of a program to improve occupational health in an organization.

A written group work with oral defense will be carried out.

#### BLOCK 3- Design of a specific competency model for an organization

An individual work will be carried out with the aim of designing a proposed competency model for an organization.

## Bibliography

Benavides, F. G., Delclós, J., & Serra, C. (2018). Estado de bienestar y salud pública: El papel de la salud laboral. *Gaceta Sanitaria*, 32(4), 377-380. <https://doi.org/10.1016/j.gaceta.2017.07.007>

Campoy-Vila, M., Espelt, A., Jubany, J., Borao, O., Canet-Torres, A., & Muntaner, C. (2025). Breaking the cycle: How Spain's dependency care system creates occupational inequalities in geriatric nursing assistants and the need for reform. *International Journal for Equity in Health*, 24(1), 77. <https://doi.org/10.1186/s12939-025-02426-1>

Comisión para reducir las desigualdades sociales en salud en España. (2015). Avanzando hacia la equidad. Propuesta de Políticas e Intervenciones para reducir las desigualdades Sociales en salud en España. Ministerio de Sanidad, Servicios Sociales e Igualdad.

Robles-García, M., Dierssen-Sotos, T., Martínez-Ochoa, E., Herrera-Carral, P., Rosa Díaz-Mendi, A., & Llorca-Díaz, J. (2005). Variables relacionadas con la satisfacción laboral: Un estudio transversal a partir del modelo EFQM. *Gaceta Sanitaria*, 19(2), 127-134. <https://doi.org/10.1157/13074368>

WHO. (2021). Healthy and safe telework: Technical brief. World Health Organization and International Labour Organization.

WHO. (2022). WHO Guidelines on Mental Health at Work (1st ed). World Health Organization.

## Software

Jamovi

## 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
(TEm) Theory (master)	1	Catalan	first semester	afternoon