

Degree programme	Type	Course
Psychology	OP	4

Contact lecturer

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Teaching staff

Míriam Diez Piñol

Group languages

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

Prerequisites

Students are recommended to have taken the third year subject (102559) "Organisational Psychology" to know the processes that occur in social, educational, health or business organizations. This allows students to better understand this subject.

Objectives

Framed in the Optional Specialisation in Work and Organisational Psychology, the aim of the subject is to give students the ability to analyze and reflect on the role that the person responsible for human resources plays in different organizations.

The work processes that the HR professional activates and carries out in organizations will be studied so that students are able to identify the needs of the organization, as well as the processes of incorporation and development of the people who work in it, and reflect on the methodology used by the professionals for the evaluation and development of competences, and to be able to contextualize new approaches that society requires of the organization and the person responsible.

Learning outcomes

1. Identify the main needs and demands of people, groups and organizations.
2. Select the predictors that can be used in selection processes.
3. Select appropriate tests for the object under evaluation.
4. Using the criteria for optimal choice of evaluation methods.
5. Carry out an interview of critical incidents in HR processes.
6. Design situational tests for organizational processes.

7. Apply test compound criteria such as an AC.
8. Prepare, process and analyse quantitative data evaluation.
9. Interpret qualitative information obtained in the assessment process.
10. Integrate the results of evaluations.
11. Identify and use information that enhances respect and discretion.
12. Submit technical reports that avoid the use of discriminatory language.
13. Use computer programmes for data management and analysis.
14. Propose projects and actions that are in accordance with the principles of ethical responsibility and respect for fundamental rights and obligations, diversity and democratic values.
15. Assess how stereotypes and gender roles impact professional practice.
16. Propose projects and actions that incorporate the gender perspective.
17. Communicate in an inclusive manner avoiding the use of sexist or discriminatory language.
18. Identify situations in which a change or improvement is needed.
19. Analyse a situation and identify its points for improvement.
20. Propose viable projects and actions to boost social, economic and/or environmental benefits.

Contents

First Block 1 .- Introduction to Management and HR

1.1 Human resources management

1.2 New Public Management and the Logic of Care and Social Justice

Second Block: 2 .- Teams and HR change

2.1 Management of Work Teams

2.2 Models of change in HR

Third Block: 3 .- HR management and intervention practices

3.1 Belbin's role model applied to HR

3.2 Meyer's culture model as applied to HR

Fourth Block: 4 .- HR research, intervention and auditing

4.1 Concept of HR audits

4.2 Psychosocial Audit and Human Knowledge Audit.

4.3 Research and intervention: shadowing and ethnography of management devices.

Fifth Block: 5.- AI, Automation and HR

5.1 Biases and uses of organizational AI

5.2 HR management through AI

Learning activities and methodology

Title	Hours	ECTS	Learning outcomes
D3 Sessions of case resolution	12	0.48	
A2 Resolution of cases in the EOS virtual platform	30	1.2	
A1 Collection of bibliographic information	12	0.48	
D1 Sessions of the theoretical classes	18	0.72	
D2 Sessions of collaborative teaching	6	0.24	
S2 Supervision of the virtual platform	4	0.16	
S1. Tutorials	6	0.24	
A3 Individual study	60	2.4	

The subject is taught using different methodologies. The master class aims at developing 'cos calves' concepts of the subject, to conceptually present the subject and the preparation of situations, resolution of cases and its discussion, that approach the student to the reality of the HR.

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	Weight	Hours	ECTS	Learning outcomes
EV2. Development of a HR process	30%	0	0	1, 4, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20
EV1. Participation in working sessions	20%	0	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 14, 16

EV4. Oral individual defense	20%	0	0	10, 11, 12, 17
EV3. Exam: situational test	30%	2	0.08	1, 3, 4, 6, 10, 11

Course Assessment will be based on 3 pieces of evidence:

1. Participation in class activities (30% of the final grade). This is an individually graded component. It is considered passed with at least 80% attendance in scheduled class sessions and the submission of brief evidence after each session (minimum 80% of completed ones).
2. Group project (40%). This is a group-graded component. It must be submitted in week 12. The evidence consists of a written report and its defense.
3. Multiple-choice exam (30%). This is individually graded and will be conducted during the second assessment period.

Use of Artificial Intelligence (AI) for each Assessment

Evidence Permitted Use
of AI

EV1, EV4	Permitted with limitations: AI may support idea structuring, but not full writing.
EV2	Not permitted: fully personal work is expected.
EV3	Permitted with limitations: only as a consultation or example-generation tool, with mandatory citation.

Types of Feedback

Evidence & Type Week Format

3,4 (individual)	19	Written
1 (individual)	5,19	Digital tool
2 (group)	12	In-class
Tutorial support	-	-

Students that achieved less than 40% will be graded as "Not grading".

SINGLE ASSESSMENT (SA):

Students who wish to opt for the Single Assessment (SA) system must submit their request within the deadline established by the Faculty's academic calendar and follow the corresponding official procedure.

The Single Assessment consists of completing one assessment activity for each of the course learning evidence, in accordance with the criteria established by the teaching team. This assessment modality maintains the same standards of quality, academic rigor, and level of achievement as continuous assessment.

To pass the course, students must obtain a final grade of 5.0 or higher. In addition, they must achieve a minimum grade of 4.0 in each on-campus assessment that accounts for 20% or more of the final course grade. Failure to meet these requirements, as well as any additional requirements established for the course, will result in a maximum final grade of 4.5 being recorded on the student's academic transcript.

The Single Assessment will take place on the same date and at the same time as the examination scheduled for the second assessment period of the course and will cover all the course contents.

Specifically, students will be required to complete the following assessment activities:

- A written examination covering the course content.
- Submission of the practical case studies assigned by the teaching team.
- Submission of a report on the development of the Human Resources process addressed throughout the course.

The final course grade will be calculated using the same assessment criteria and weighting as those established for continuous assessment. The same resit policy and recovery procedures applicable to continuous assessment will also apply to students undertaking the Single Assessment.

Single Assessment Activities

TitleWeightSubmission Date

E1: Case submission	30%	Second assessment period
E2: Report	40%	
E3: Exam	30%	

Eligibility for retake: Students who have not met the requirements to pass the course and have been assessed in activities covering at least two-thirds of the total grade are eligible. The minimum grade to qualify for retake is 3.5. The retake will always take the form of EV3 (multiple-choice exam). The grade obtained will be the final grade.

Students enrolled for the second or subsequent times are not expected to be evaluated through a single, non-recoverable synthesis exam.

Link to the Faculty of Psychology Assessment Guidelines 2025-2026:

https://www.uab.cat/doc/DOC_Pautes_Avaluacio_2025-2026

Criteria for a "Passed" course grade: An average score above 5 based on the three required pieces of evidence (all are mandatory).

Exam Translations:

Students have the right to request the translation of evaluation tests, provided they meet the requirements established by the university's language policy. Requests must be submitted within the designated period and include appropriate justification. Translations will be guaranteed without altering the content or difficulty of the test.

In this case, the translation will be done according the requirements from article 263 and also the request should be done before week 4 (e-template) (for more information see Faculty website)

Bibliography

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Meyer, Erin. (2022). El Mapa Cultural. Península.

Fardella, Carla., Jiménez-Vargas, Felipe., Rivera-Vargas, Pablo., y Baleriola, Enrique. (2022). Salir de la sombra. Una revisión sistemática sobre shadowing como propuesta metodológica para la investigación educativa. Revista de Investigación Educativa, 40(1), 257-274.

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Valle Cabrera, Ramón J. (2003). La gestión Estratégica de los Recursos Humanos. Madrid: Pearson Prentice Hall.

Software

there is not necessary

Course groups and languages

The information provided is provisional until November 30. After this date, you will be able to consult the language of each group through this [link](#). To access the information, you will need to enter the course CODE

Type of teaching	Group	Language	Semester	Shift
(TE) Theory	1	Catalan	first semester	morning-mixed
(SEM) Seminars	111	Catalan	first semester	morning-mixed
(SEM) Seminars	112	Catalan	first semester	morning-mixed