

Degree programme	Type	Course
Aeronautical Management	OB	2

Contact lecturer

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Prerequisites

The subject requires a basic knowledge of what a company and the behaviors of people are. Some referents can be found in the subjects of the first year: Business Law, Psychology of Organizations and Labor and Introduction to Economics. For a better use, labor experience is important.

Objectives

Human resources are a fundamental element of organizations. This is even more important in the economies of our closest environment, increasingly oriented to services, such as the airport sector.

The subject aims to offer 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 are:

1. Understand the concept of strategic management of human resources.
2. Understand the responsibilities of the managers regarding the management of people within the framework of a company.
3. To achieve an integrated understanding of the different alternatives in the human resources policies and criteria to take into account for their application.
4. Incorporate the gender perspective in the direction and management of human resources in companies.

Learning outcomes

- CM04 (Diagnose viable improvements in the commercial, financial and human resources areas, considering their social, economic and environmental impact on organisations in the aeronautical sector.) Diagnose viable improvements in the commercial, financial and human resources areas, considering their social, economic and environmental impact on organisations in the aeronautical sector.
- KM07 (Identify the key principles of motivation and job satisfaction in the aeronautical sector, evaluating their relationship with the labour legal framework and their impact on organisational performance.) Identify the key principles of motivation and job satisfaction in the aeronautical sector, evaluating their relationship with the labour legal framework and their impact on organisational performance.
- KM09 (Identify gender stereotypes in the organisational culture of the aeronautical sector, explaining their impact on team management and business decision-making.) Identify gender stereotypes in the organisational culture of the aeronautical sector, explaining their impact on team management and business decision-making.
- SM11 (Implement people management policies aligned with business objectives, applying specific methodological approaches that improve organisational efficiency in the aeronautical sector.) Implement people management policies aligned with business objectives, applying specific methodological approaches that improve organisational efficiency in the aeronautical sector.

Contents

1. The person. Strategic Management of Human Resources.
2. Planning, design, analysis and assessment of the workplace
3. Processes for the incorporation of people (recruitment, selection, recruitment and socialization)
4. Training and development
5. Evaluation of performance
6. Compensation and remuneration policies
7. Labor relations and sources of labor law
8. Unlinking of the company

Learning activities and methodology

Title	Hours	ECTS	Learning outcomes
Study and Classwork preparation	70	2.8	CM04, KM07, KM09, SM11
Theory	40	1.6	CM04, KM07, KM09, SM11
Problem solving and case analysis	15	0.6	CM04, KM07, KM09, SM11
Tutorials and presentation of obligatory works	15	0.6	CM04, KM07, KM09, SM11

1. Theoretical classes. Its objective is to offer a vision of the management of human resources in which the main strategic aspects are considered and deepen in the understanding of the different processes that are carried out. All the theory is explained by means of real experiences.

2. Exercises and practices in class. The purpose is to develop the necessary skills to apply the concepts

acquired in specific situations. These activities will be done in groups of 2 to 6 people.

3. Submission of definitions of some concepts or comments via email or virtual campus. The purpose is to go into some questions to discuss later in class, or look for concepts that will be tested.

4. Practical work. The purpose is to analyze a specific HR policy in its application in a real company, to compare the concepts studied in class and its current application, or alternatively, the preparation of a part of the agenda, to be presented to the rest of the classmates.. This activity will be done in groups of 4-6 random people. Groups made by the teacher, to also assume the learning to work with people with whom they usually do not work.

In this subject, the use of Artificial Intelligence (AI) technologies is allowed as an integral part of the development of the work, provided that the final result reflects a significant contribution of the student in the analysis and personal reflection. 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 will be considered a lack of academic honesty and may lead to a penalty in the grade of the activity, or greater sanctions in serious cases.

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
Exercises and practices in class	15%	3	0.12	CM04, KM07, KM09, SM11
Practical work and presentation	25%	3	0.12	CM04, KM07, KM09, SM11
Sending concepts and reflections through the virtual campus	10%	2	0.08	CM04, KM07, KM09, SM11
Written tests on acquired knowledge	50%	2	0.08	CM04, KM07, KM09, SM11

This course does have a single assessment system, which students must apply for within the first two weeks of the

The evaluation process will be continued based on a set of activities programmed and defined throughout the semester. The acquisition of knowledge, and the level of achievement of analysis capacities, decision making as well as the ability to communicate them to third parties will be assessed.

The evaluation is divided into 4 parts, with a weight of 25% of the final mark each part.

1. Continuous assessment: class practices, exercises sent and participation in seminars: 25% of the final mark
2. Final work in random groups: 25% of the final mark (minimum mark 2,5).
3. Partial exam topics 1 to 4: 25% of the final grade. It is liberatory if the grade is greater than 5.
4. Final exam topics 5 to 8 or of the whole syllabus if the partial exam has not been released: 25% of the final grade (the average will only be made with the rest, if the grade is higher than 4).

In the event that you do not pass the partial exam (subjects 1 through 4), the student will be able to recover

these subjects, in conjunction with the second partial, where the minimum mark for doing will be 4. It will be taken the note of recovery, although this is lower).

If the student submits to a partial exam and / or to the final work, they will not be able to access a final mark of \"Not Proficient\", going on to suspend the subject if they do not exceed it according to the criteria indicated above.

Suspended students will be able to access a re-evaluation test that will be carried out within a maximum period of approximately 15 days after the end of the ordinary evaluation systems, which will consist of a written test on the failed subject (items 1 to 4 or topics 5 to 8). To pass the subject in the recovery, an average of 5 is required between the two tests (either they are both done at the re-evaluation or one is done at the re-evaluation and the other in the ordinary call). To access the reassessment, the student must have completed at least 2/3 of the evaluable activities during the course. The student who passes the subject to the reevaluation, will have the maximum mark of 5.

Without prejudice to other disciplinary measures that are deemed appropriate, and in accordance with the current academic regulations, the irregularities committed by the student that can lead to a variation of the qualification of an act of self-evaluation. Therefore, copying or letting copy any assessable activity will involve suspending it with a zero, and if it is necessary to pass it to pass it, the whole business will be suspended. Qualified assessment activities will not be recovered in this way and by this procedure, and therefore the subject will be suspended directly without opportunity to study it in the same academic year.

The dates of continuous evaluation of the partial examinations and delivery and presentation of the final work will be published on the virtual campus and may be subject to possible changes of programming for reasons of adaptation to possible incidents. The virtual campus will always be informed about these changes as they are understood to be the usual platform for exchanging information between teachers and students.

Spelling mismatches will score negatively in the whole evaluation, both of the practices, exercises, work and examinations. A student who performs an unacceptable number of spelling mistakes may suspend the subject for this reason.

The format of the work, when becoming in alitarian groups, implies a learning of team work different from when the groups are chosen by the students themselves. This transversal competence is valued by an individual assessment that students must send by e-mail explaining the development of the work and how they have overcome the difficulties. This opinion may change the work note individually in a marged '1 point above or below the group note.

The criteria for the awarding of Honor Matricules is the obtaining of a final grade greater than 9, taking into account the development of the subject during the course and the regularity in the evaluation of the whole subject. For the award of an Honor Matrícula the professor will be premature the excellent acquisition of intellectual and emotional competitions of the exercise of the direction and management of Human Resources.

Bibliography

DE LA CALLE DURAN, M^a C; ORTIZ DE URBINA CRIADO, M. "Fundamentos de Recursos Humanos". Pearson-Prentice Hall, 2004

DOLAN, S; SCHULER, R; VALLE, R: La gestión de los Recursos Humanos. Mc. Graw Hill, Madrid, 2007

Other books and articles that will be discussed in class.

Software

The "Virtual Campus" and "Teams" platforms will be used to present the agenda presentations, as well as to deliver practices and exercises. However, some topics or sessions may be given via videos with access from the Teams platform.

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	11	Catalan	second semester	afternoon
(PAUL) Classroom practices	11	Catalan	second semester	afternoon
(PAUL) Classroom practices	12	Catalan	second semester	afternoon
(SEM) Seminars	21	Catalan	second semester	afternoon
(SEM) Seminars	22	Catalan	second semester	afternoon
(SEM) Seminars	23	Catalan	second semester	afternoon