

SUBJECT TEACHING GUIDE

803 - New Models in Person Management

Master's Degree in Business Administration

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Academic year 2023-2024

1. IDENTIFYING DATA					
Degree	Master's Degree in Business Administration Master's Degree in Business Administration			Type and Year	Compulsory. Year 1 Compulsory. Year 1
Faculty	Faculty of Economics and Business Studies				
Discipline	Obligatory Subjects				
Course unit title and code	803 - New Models in Person Management				
Number of ECTS credits allocated	2,5	Term	Semester based (2)		
Web					
Language of instruction	Spanish	English Friendly	No	Mode of delivery	Face-to-face

Department	DPTO. ADMINISTRACION DE EMPRESAS				
Name of lecturer	ANTONIO MARTIN HERNANDEZ				
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Office	Edificio de las Facultades de Derecho y Ciencias Económicas y Empresariales. Planta: + 2. DESPACHO (E223)				
Other lecturers	MARIA DOLORES ODRIOSOLA ZAMANILLO				

3.1 LEARNING OUTCOMES

- 1. Acquire skills to do an organizational diagnosis in companies so that people management is concerned.
- 2. Know how to design policies to incorporate staff
- 3. Know how to measure and take measures to improve the working environment
- 4. Know how to design effective compensation policies to attract and retain human talent. Create templates for evaluation of performance and professional career plans.

4. OBJECTIVES

1. Acquire skills to do an organizational diagnosis in companies so that people management is concerned.
2. Know how to design policies to incorporate staff
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6. COURSE ORGANIZATION

CONTENTS	
1	ORGANIZATIONAL ANALYSIS OF COMPANY, ORGANIZATION AND POSTS.
2	Análisis working environment
3	PERFORMANCE EVALUATION, CAREER AND OTHER PRACTICES IN HUMAN RESOURCES
4	Remuneration policy and salaries

7. ASSESSMENT METHODS AND CRITERIA

Description	Type	Final Eval.	Reassessn	%
group work	Work	No	Yes	30,00
Individual job	Work	No	No	10,00
Written final exam	Written exam	No	Yes	60,00
TOTAL				100,00
Observations				
Evaluable activities that are not recoverable are justified by the fact that they are exercises and activities that are continuously developed in the classroom and that cannot be repeated. All activities could, if necessary, be carried out electronically.				
Observations for part-time students				
Students who prove part-time may be examined only in the final exam with a 100% weighting.				

8. BIBLIOGRAPHY AND TEACHING MATERIALS

- BASIC
- ? DELGADO, M.I., GOMEZ, L., ROMERO, A.M. Y VAZQUEZ E. (2006): Gestión de Recursos Humanos. Del análisis teórico a la solución práctica. Madrid. Educación Pearson.
 - ? DOLAN, S.L., VALLE CABRERA, R., JACKSON S.E. Y SCHULER, R.S. (2003): La Gestión de los recursos humanos. Preparando profesionales para el siglo XXI. McGraw-Hill. Madrid.
 - ? FERNÁNDEZ LOPEZ, J. (2006): Gestión por competencias. Madridumanos. Thomson, Madrid
 - ? VALERO MATAS, J., FERNÁNDEZ ACEBO, J. y MATEO RODRÍGUEZ, M. (2002): Casos de recursos humanos y relaciones laborales. Pirámide. Madrid.
 - ? VALERO MATAS, J., LAMOCA, M., MARTÍN HDEZ., A. (2005): Recursos Humanos. Tecnos.Madrid.