

1. FICHA TÉCNICA

CURSO ACADÉMICO: 2019-2020

ASIGNATURA: Dirección de Recursos Humanos

PROFESOR(ES): D. Hermann Bohnekamp

CURSO: 3

TPO: OB

CÓDIGO: 019802286

CRÉDITOS ECTS: 6,0

PLAN DE ESTUDIOS: 2019

UNIVERSIDAD: CES Villanueva

FACULTAD O ESCUELA:

TITULACIÓN:

ÁREA DE CONOCIMIENTO: -

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2. DATOS GENERALES

OBJETIVOS GENERALES

Teóricos

LEARNING OBJECTIVES:

Upon successful completion of this course you will have developed:

- Fluency in the key terms and concepts of HR management.
- Awareness of current best practice as observed at leading firms.
- Appreciation for the importance of the human side of the enterprise.

Prácticos

- The ability to communicate and present effectively is vital in today's workplaces. This course offers you the opportunity to hone these skills.

COMPETENCIAS QUE SE DESARROLLAN

COMPETENCIES:

The course aims to add to your skill-base in a number of dimensions:

- Problem solving, dealing with critique. Clear communication and effective teamwork.
- Applying theory to practical contexts. Finding and processing relevant information.
- Understanding the broader economic context, both domestically and internationally.
- Ability to contribute to good managerial practice, in business and in the public sector.
- Diagnosing organizations, identifying and anticipating problems they might face.

CONTENIDOS DEL PROGRAMA

COURSE DESCRIPTION:

In this course, we will review how firms go about assessing their workforce needs, and then recruit, hire, manage, evaluate and reward their employees. We will look at a number of leading companies, trying to establish what constitutes current best practice in this field. We will also assess how modern managerial paradigms, such as corporate social responsibility, affect companies' policies towards their employees.

HR practices are bound by national legal frameworks. While this course approaches the subject from an international perspective, U.S. regulations will feature prominently - whatever shapes the business environment in America is bound to influence practices and legislation elsewhere as well.

BIBLIOGRAFÍA Y RECURSOS BÁSICOS

READINGS & ONLINE RESOURCES:

Lecture scripts will be posted on the course website, along with selected articles. I expect you to be able to comment on the readings in class - see deliverables stated below. An important part of the course is you researching companies' HR practices and policies on the net. You should also contrast what you find with information on both generalist and specialist business media such as:

CNBC (<http://www.cnbc.com>)

Business Week (<https://www.bloomberg.com/businessweek>)

Workforce Magazine (<http://www.workforce.com/>)

People Management (<http://www2.cipd.co.uk/pm/>)

Personnel Today (<http://www.personneltoday.com>)

Several national professional HR associations offer useful content on their webpages, see:

Society for Human Resource Management (<https://www.shrm.org>)

Chartered Institute of Personnel and Development (<https://www.cipd.co.uk>)

The Work Foundation (<http://www.theworkfoundation.com>)

Furthermore, I suggest you visit the webpage of the U.S. Department of Labor (<https://www.dol.gov/>) where many HR topics are reviewed in a practical and concise manner.

There is no set textbook for this course. If you consider purchasing one, my recommendation is

Armstrong, M. (2017) *Handbook of Human Resource Management Practice* (14th Ed). London: Kogan Page.

METODOLOGÍA DE ENSEÑANZA

COURSE FORMAT:

Deep learning does not happen through listening and reading alone - it occurs through application. Our sessions will therefore be highly interactive, with you taking active part in exploring, discussing and presenting the topics under review.

CRITERIOS Y MÉTODOS DE EVALUACIÓN

DELIVERABLES AND GRADING:

Three components will each account for a third of your final grade for this course:

- Your personal contribution to class discussions.
- A group assignment / analysis and its presentation to the class.
- An individual take-home exam due at the end of term.

For the group assignment you will be divided into teams by your course instructor. You will then have to choose a subject or sample company and manage the work process until delivery, i.e. presentation of your findings to the class. You will need to refer the topic to your lecturer for approval. Assignments will be confirmed on a first come, first served basis.

The timetable published for your presentations is mandatory, unless you are in a position to swap your slot with another group. Each presentation should last approximately 20 minutes, including Q&A. Your group will be awarded a lumpsum amount of grade points. You will then have to distribute the points earned between team members, according to your joint appraisal of everyone's performance. In case the group is unable to agree on how to share points, your lecturer will allocate them using his own criteria.

In the individual take-home exam you are to report on an HR topic of your own choosing, subject to reconfirmation by your lecturer. Your paper should be roughly 1'500 words in length and needs to be properly proofread and edited. Note that what is required is your own analysis and writing, with quotations where appropriate and correctly referenced. Your work will be scrutinized for plagiarisms - copy and paste papers will automatically result in a fail grade. Due date is the last lecture day of the course.

MATERIAL Y RECURSOS TECNOLÓGICOS UTILIZADOS

RECURSO
Videos
Internet
Web de la asignatura en Villanueva
Correo interno de Villanueva
Apuntes
Role Plays