

CONTENT OF COURSES
2022/2023
MASTER'S DEGREE IN HUMAN RESOURCES MANAGEMENT

The following information is subject to changes.
For more details regarding the courses, please, contact the coordinating professor.

Updated 28/09/2022

Master Universitario en Dirección de los Recursos Humanos
Masters in Human Resources Management

FUNDAMENTOS DE ECONOMÍA
FUNDAMENTALS OF ECONOMICS

Activities and Content

1. Basic concepts of economics
2. Tools for analysis of the Economic Environment
3. Employment and the work market. Sectoral analysis
4. Circular economy

FUNDAMENTOS DE EMPRESA
BUSINESS FUNDAMENTALS

Activities and content

1. The company as an economic reality, approach and connection between subsystems
2. The subsystem of administration
3. The subsystem of production
4. The commercial subsystem
5. The financial subsystem
6. Business environment and growth

DIRECCIÓN ESTRATÉGICA
STRATEGIC MANAGEMENT

1. The strategic position: analysis of environment and strategic capabilities
2. The strategic position: analysis of environment and strategic capabilities
3. The strategic position: analysis of environment and strategic capabilities
4. Competitive advantage
5. Corporate Strategy Analysis: Business Cooperation
6. Corporate Strategy Analysis: Business Cooperation
7. Corporate Strategy Analysis: Business diversification
8. Application of Strategic Management to professional performance
9. Application of Strategic Management to professional performance
10. Corporate Strategy Analysis: Internationalisation of Companies
11. Corporate Strategy Analysis: Internationalisation of Companies
12. Performance evaluation

SOCIOLOGÍA DEL TRABAJO
SOCIOLOGY OF WORK

Activites and contents

1. Presentation and subject organisation
2. The social configuration of work and employment: current trends
3. Entrepreneurship and new work identities
4. Employment in platform capitalism
5. Work in digital economy (1)
6. Work in digital economy (2)
7. Segmentation guidelines in employment management
8. Extra-labour market segmentation guidelines: young people and women in the labour market
9. Work resources and trade union power resources
10. Presentation and analysis of cases
11. New forms of collective representation
12. Performance evaluation

HERRAMIENTAS PARA LA PLANIFICACIÓN ESTRATÉGICA DE LOS RECURSOS HUMANOS
TOOLS FOR STRATEGIC PLANNING OF HUMAN RESOURCES

Activities and contents

1. Module presentation
2. Tools for HR planning (1): Basic concepts and introduction
3. Tools for HR planning (2): Basic concepts and introduction
4. Tools for HR planning (3): Delphi Technique and Markov Chains
5. Tools for HR planning (4): Delphi Technique and Markov Chains
6. Tools for HR planning (5): PERT (1)
7. Tools for HR planning (6): PERT (2)
8. Tools for HR planning (7) : PERT (3)
9. Tools for HR planning (8): PERT (4)
10. Strategic HR Planning in Practice (1)
11. Strategic HR Planning in Practice (2)
12. Performance evaluation

COMPORTAMIENTO ORGANIZATIVO
ORGANISATIONAL BEHAVIOUR

Activities and contents

1. Introduction of organizational behaviour
2. Individual level: employee perceptions (1)
3. Individual level: Employee perceptions (2)
4. Individual level: Leadership (1)
5. Individual level: Leadership (2)
6. Individual level: Emotions and states of mind (1)
7. Individual level: Emotions and states of mind (2)
8. Group level : Teams : Labour climate and conflict (1)
9. Group level : Teams : Labour climate and conflict (2)
10. Group level : Teams : Labour climate and conflict (3)
11. Group level : Teams : Labour climate and conflict (4)
12. Group level : Teams : Labour climate and conflict (5)
13. Organisation level: Organisational culture
14. Digital transformation as a supplement for HR managers
15. Performance evaluation

DIRECCIÓN ESTRATÉGICA DE LOS RECURSOS HUMANOS I
STRATEGIC MANAGEMENT OF HUMAN RESOURCES

Activities and contents

1. Strategic management and human resources
2. Recruitment and Personnel Selection Process (1)
3. Competency-based management (1)
4. Competency-based management (2)
5. Recruitment and Personnel Selection Process (2)
6. Recruitment and Personnel Selection Process (3)
7. The practical application of HR processes (1)
8. The practical application of HR processes (2)
9. Performance evaluation (1)
10. Performance evaluation (2)
11. Performance evaluation (3)
12. Performance evaluation (4)
13. Compensation policies (1)
14. Compensation policies (2)
15. Performance evaluation

GESTIÓN DEL CAPITAL INTELECTUAL
INTELLECTUAL CAPITAL MANAGEMENT

Activities and contents

1. Module presentation: Introduction (1)
2. Introduction (2) : The importance of Intellectual Capital in contemporary organizations. Concept of Intellectual Capital.
3. Concept of Intellectual Capital (1)
4. Concept of Intellectual Capital (1)
5. Concept of Intellectual Capital (2). The measurement of Intellectual Capital and the analysis of its strategic relevance
6. Concept of Intellectual Capital (2). The measurement of Intellectual Capital and the analysis of its strategic relevance
7. Concept of Intellectual Capital (3). The measurement of Intellectual Capital and the analysis of its strategic relevance
8. Concept of Intellectual Capital (3). The measurement of Intellectual Capital and the analysis of its strategic relevance
9. Concept of Intellectual Capital (4). The measurement of Intellectual Capital and the analysis of its strategic relevance. Intellectual Capital Management Mechanisms.
10. Concept of Intellectual Capital (4) The measurement of Intellectual Capital and the analysis of its strategic relevance. Intellectual Capital Management Mechanisms.
11. Intellectual Capital Management Mechanisms.
12. Intellectual Capital Management Mechanisms.
13. Intellectual Capital Management Mechanisms. Work exhibitions
14. Evaluation

Dirección Estratégica de los Recursos Humanos II
STRATEGIC MANAGEMENT OF HUMAN RESOURCES II

Activities and contents

1. Course presentation : Objectives and methodology
2. Is the HR Function ready to play a strategic role? Debate on the article, "Why we hate HR?"
3. The strategic approach of the management of people: beyond tactics
4. The strategic approach of the management of people: beyond tactics. The case of Might Teclo.
5. The strategic management of human resources and its contribution to the vision and mission of the company. The role of the Mission and Values in HRED (1).
6. The strategic management of human resources and its contribution to the vision and mission of the company. The role of the Mission and Values in HRED (2).
7. Cases: Microsoft's mission
8. Cases: Green team in DPI printing
9. Strategic management of Human Resources
10. The Strategic Human Resources Management process (1): internal analysis and external analysis.

11. The Strategic Human Resources Management process (2): internal analysis and external analysis. The case of EL CASA.
12. International management of Human Resources (1)
13. Strategic management of Human Resources in practice (2)
14. Strategic management of Human Resources in practice (2). Professional work experience.
15. International management of Human Resources (2). Group case presentation: Brunt Hotels.
16. International management of Human Resources (3). Group case presentation: Brunt Hotels.
17. Performance evaluation

ASPECTOS JURÍDICOS DE LA DIRECCIÓN DE LOS RECURSOS HUMANOS
LEGAL ASPECTS OF HUMAN RESOURCES MANAGEMENT

Activities and contents

1. Course presentation – The subjects of work relations.
2. Legal framework
3. Employment contract: modalities and content
4. Employment contract: modalities and content
5. Collective negotiations
6. Vicissitudes of employment relations
7. Vicissitudes of employment relations
8. Occupational health and safety
9. Termination of employment contracts
10. Social security (1)
11. Social security (2)
12. Termination of employment contracts
13. The control of compliance with corporate obligations
14. Performance evaluation

NUEVAS TENDENCIAS EN LA DIRECCIÓN DE RECURSOS HUMANOS
NEW TRENDS IN HUMAN RESOURCES MANAGEMENT

Activites and content

1. Presentation
2. Future lines in the area of Human Resources
3. Big data in Human Resources Management: handling, privacy and data protection.
4. Big data in Human Resources Management: handling, privacy and data protection.
5. Sustainable management in Human Resources (1)
6. Sustainable management in Human Resources (2)
7. New Recruitment Trends in Large Technology Companies
8. New Recruitment Trends in Large Technology Companies
9. Towards an organisational culture of high performance.

10. Towards an organisational culture of high performance.
11. New trends of Human Resources Management
12. Performance Evaluation

COMPETENCIAS PROFESIONALES DEL DIRECTIVO DE RECURSOS HUMANOS
PROFESSIONAL SKILLS OF THE HUMAN RESOURCES MANAGER

Activities and contents

1. Professional skills of a Human Resources manager
2. Professional skills of a Human Resources manager
3. The recruitment process of Circet España
4. Collective negotiations (CG consultants (asesores))
5. De-assignment processes (CG consultants)
6. Collective labour agreements (Mayse S.L)
7. Collective labour agreements (Mayse S.L)
8. Professional skills exam

PRÁCTICAS EN EMPRESAS
INTERNSHIPS IN A COMPANY

It can be carried out in one of two ways:

1. Through a supervised training stay in a collaborating organization of no more than three months duration.
2. Through a performance of a supervised project based on information provided by a collaborating organization.

TRABAJO DE INVESTIGACIÓN
RESEARCH WORK

1. Introduction, clearly outlining the research question and its background.
2. Theoretical framework duly justified in the literature.
3. Presentation of a model adequately justified in the literature, with the hypotheses deduced from the model.
4. Methodological proposal
5. Empirical analysis proposal.
6. Analysis of results, if applicable
7. Conclusions and discussion
8. 8. Future lines of research

TRABAJO FIN DE MASTER
MASTER THESIS

The Master's thesis is an individual piece of work done by the supervised student for the elaboration of a project, an analysis or an original study which allows the student to demonstrate in an integrated way the formative contents obtained, as well as their abilities, skills and competences acquired during the course of the master's degree. The thesis can have, depending on the student's profile, two orientations:

- a) A thesis with a professional profile, where the student will carry out an individual piece of supervised work to develop, after the completion of the training period in the business or in the business application project, an original and differentiated study of the application project in business internships, if applicable. This work must relate to the knowledge and competences acquired in the master's degree with the resolution of a problem detected in the company's practice, the proposal of an improvement of some aspect of business management or the proposal of a business project.
- b) A thesis with a research profile, where the student will carry out an individual piece of supervised work to develop. After the completion of the research work, the transfer of the research question to the professional field, with special emphasis on the implications and practical application of the research.