

**COURSE DATA****Data Subject**

Code	33343
Name	Human resources psychology
Cycle	Grade
ECTS Credits	4.5
Academic year	2021 - 2022

Study (s)

Degree	Center	Acad. Period	year
1319 - Degree in Psychology	Faculty of Psychology and Speech Therapy	4	Other cases

Subject-matter

Degree	Subject-matter	Character
1319 - Degree in Psychology	42 - Psychology of human resources	Optional

Coordination

Name	Department
GRACIA LERIN, FRANCISCO JAVIER	306 - Social Psychology

SUMMARY

This is an elective course Introduction to Psychology of Human Resources. This course is especially designed for those students who want to work as occupational psychologists and organizations. Complement the training received in other subjects, mainly Work Psychology, Organizational Psychology and Organizational Change and Development. Job analysis, competency management, recruitment and selection, training: here, in addition to an introduction to the human resources function and the challenges it is facing today, the most important practices that constitute this function are addressed planning and career development, performance evaluation and compensation.

PREVIOUS KNOWLEDGE



Relationship to other subjects of the same degree

There are no specified enrollment restrictions with other subjects of the curriculum.

Other requirements

It is recommended to have passed the subjects Work Psychology and Organizational Psychology. It is recommended to take simultaneously the subject Organizational Change and Development

1319 - Degree in Psychology

- Be able to identify differences, problems and needs.
- Know how to provide appropriate feedback to patients.
- Know different methods of assessment and intervention in the field of organizations.
- Identify recipients' needs and demands in the organizational field.
- Know how to select and implement the appropriate tools, products and services in organizational contexts.
- Know how to identify organisational and inter-organisational problems and needs.

English version is not available

WORKLOAD

ACTIVITY	Hours	% To be attended
Theoretical and practical classes	45,00	100
Development of group work	10,00	0
Development of individual work	10,00	0
Readings supplementary material	2,50	0
Preparation of evaluation activities	15,00	0
Preparing lectures	15,00	0
Preparation of practical classes and problem	15,00	0
TOTAL	112,50	

TEACHING METHODOLOGY



The teaching methodology will be adapted to the purpose of the training: based on the transmission of information (lectures, conferences, etc.) when learning is aimed at the acquisition of knowledge, methodologies focused on the application (case studies, practical exercises methodologies, simulations ...), when what is intended is that students develop certain skills, and methodologies focused on student activity (debates, group discussions, brainstorming, presentation models, role-playing ...), when you aspire to development and / or changing attitudes among students. Since what is intended to develop skills among students, especially they emphasize the last two.

Moreover, as a general rule, the principle of "learning by doing" and "teamwork" are important general principles of this teaching methodology.

Characteristics that must have the training for adults will be taken into account: Practical, concrete, experiential, etc.

EVALUATION

First call:

The evaluation takes place through three types of actions. The first two emphasize the learning process, and the last, the learning outcomes:

1. Group practices. They are done outside of class and in group, to put into practice some of the competences that must be acquired throughout the course. This part will have a weight of 30% in the overall evaluation. In order to stimulate continuous learning, group feedback will be provided to students who demand it. The students will be aware of the qualification obtained in the group practices before the exam.
2. Activities. It is a set of exercises that students will normally do in their class schedule. It can be individual or in a group, and may also involve performing outside the classroom. This part will have a weight of 20% in the overall assessment. In order to stimulate continuous learning, group feedback will be provided to students who demand it. Students will be aware of the qualification obtained in the activities before the exam.
3. Exam. It will be a multiple-answer test which will be done at the conclusion of the course. Its weight in the overall evaluation will be 50%.

This way, the weight that is given in this subject to formative evaluation, continuous or learning process evaluation, and to the summative evaluation or learning outcomes evaluation is balanced, with 50% each.

The honors will be assigned directly to the highest grades, and as long as they have obtained an overall grade higher than 9 points. In the event of a tie between two or more students, the possibility of carrying out additional work will be offered to determine the student or students who finally obtain the honors.

Second call:



Group practices and activities are not recoverable, since they refer to learning outcomes that cannot be assessed by exam in the second call. Nevertheless, the note obtained in both actions in first call is kept for the second.

Exam. In second call will be made a closed answer test type exam. Its weight in the overall evaluation will be 50%.

To obtain the global mark, we will have to add the mark obtained in the exam, and the one obtained in first call in the group practices and the activities.

Anyway, the qualification of the subject will be ruled by the Regulations of Qualifications of the University of Valencia (* ACGUV 12/2004)

(http://www.uv.es/graus/normatives/reglament_qualificacions.pdf). Complementarily, and in accordance with article 13 d) of the Statute of the University Student (RD 1791/2010, of December 30), it is a duty of a student to refrain from the use or cooperation in fraudulent procedures in the evaluation tests, in the works that are carried out or in official documents of the university. The teaching staff will check with the media of the University of Valencia if there has been plagiarism or total and partial copy, which will entail the automatic suspension of the matter without prejudice to other disciplinary measures contemplated in the current regulations.

REFERENCES

Basic

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- Fernández, G., Cubeiro, J.C. y Dalziel, M.M. (Coords.) (1996). *Las competencias: clave para una gestión integrada de los recursos humanos*. Deusto. Bilbao.



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Additional

- Pereda, S. y Berrocal, F. (2001). Técnicas de gestión de recursos humanos por competencias. Madrid: Editorial Centro de Estudios Ramón Areces, S.A. Capítulo 1.
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ADDENDUM COVID-19

This addendum will only be activated if the health situation requires so and with the prior agreement of the Governing Council

1. CONTENTS

It is planned to eliminate three of the program's themes: Theme 6 (Career planning and development), Theme 9 (Conflict and negotiation) and Theme 10 (Measurement of the human resources function).

2. WORKLOAD AND PLANNING



The classes will be adapted to the hybrid or online will be extended for the time determined by the Academic Committee of the Degree, in accordance with the guidelines received from the Rectorate. The volume of work will be adapted to the model in force at any given moment.

3. DIDACTICS

Online classes will use, among others, didactic techniques and resources such as: uploading materials to the Virtual Classroom, activities proposed by the Virtual Classroom, synchronous videoconferences by the BBC, transparencies or didactic material carried out by the teacher, online tutorials using the means available at the UV (videoconference, virtual classroom, email, etc.). In the event that at some point the Degree Academic Committee, in accordance with the guidelines received from the Rector's Office, decides to implement a hybrid system, it would take advantage of the fact that in face-to-face classes we would have the half of the students to guide these classes to a greater extent to the acquisition and development of competences, and to the change of attitudes when these are objectives of the training, through the application of didactic methodologies focused on the application processes and the student's activity .

4. ASSESSMENT

In first call, the aim is to promote continuous evaluation. For this reason, the evaluation will exclusively consider two of the actions foreseen in the teaching guide:

1. Group practices.
2. Activities.

The explanation of what each of these two evaluation modalities consists of is found in the teaching guide. In this regard, there is no change. Group practices will account for 60% of the grade, and activities for 40%.

The honors will be assigned directly to the highest grades, and as long as they have obtained an overall grade higher than 9 points. In the event of a tie between two or more students, the possibility of carrying out additional work will be offered to determine the student or students who finally obtain the honors.

In second call, the mark got through group practices and activities is not kept, nor is there the possibility of repeating them. Instead, those students who had not passed on the first call, will be able to recover the subject by taking a multiple choice exam, that will mean 100% of the grade on second call. In the event that, due to security measures, it is not advisable to take the exam in person, an oral exam will be conducted via videoconference. The exam will be carried out in accordance with the regime determined by the Government Council agreements in force at the time. In the event that said agreements imply the impossibility due to security measures to examine in person, said multiple choice exam would be replaced by an oral exam via videoconference. In this case, the oral exam would represent 100% of the grade on second call.



5. REFERENCES

No changes.

