

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

Code	33589
Name	Policies, strategy and human resource management
Cycle	Grade
ECTS Credits	6.0
Academic year	2021 - 2022

Study (s)

Degree	Center	Acad. year	Period
1309 - Degree in Labour Relations and Human Resources	Faculty of Social Sciences	4	First term

Subject-matter

Degree	Subject-matter	Character
1309 - Degree in Labour Relations and Human Resources	30 - Policies, strategy and management of human resources	Optional

Coordination

Name	Department
BORONAT MOLL, CARLES	105 - Business Administration 'Juan José Renau Piqueras'

SUMMARY

Policies, strategy and Human Resources Management is an optional subject of 6 credits and is taught to the fourth year of the Degree in Labor Relations and Human Resources, forming part of the specialty itinerary in Human Resources (itinerary B).

This subject aims to deepen the content of the **Human Resources function** that has greater interdependencies with organizational design decisions, taking a step further on the contents presented to the subjects **Structure of the organization and jobs design** and **function From Human Resources**. Everything from the strategic perspective, already initiated to the subject **Strategic management of the company**.



It is about deepening the strategic process applied to the Human Resources function from a vision of Business Management, seeking to achieve the following general objectives:

Present, from the perspective of the Strategic Management, the general theoretical framework of the Human Resources function in a complete and integrated manner.

- Study the function as an integral part of the strategic process, placing it within the general process and at the same level as the other key functions of the organization, with which it must be coordinated.
- Understand the need to have formulated a specific strategy of the function, which must be specified in order to be effectively implemented and be able to evaluate it in order to improve and / or change the process.

We must highlight the relationship with issues such as Quality Management and Corporate Social Responsibility that are studied in other subjects of the specialty and, above all, with the **Audit of the Human Resources function**.

Likewise, an attempt will be made to analyze critically how the current situation of the environment influences the Human Resources strategies of the organizations and people motivation.

PREVIOUS KNOWLEDGE

Relationship to other subjects of the same degree

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

Other requirements

Although no enrollment restrictions have been specified with other subjects of the curriculum, the appropriate use of this subject requires assimilating the contents of the subjects of management and organization of companies, especially those related to the subjects:

- Introduction to the operation of the company
- The management in the company
- Structure of the organization and jobs design
- The function of Human Resources
- Strategic management of the company

OUTCOMES

1309 - Degree in Labour Relations and Human Resources

- Students must have acquired knowledge and understanding in a specific field of study, on the basis of general secondary education and at a level that includes mainly knowledge drawn from advanced textbooks, but also some cutting-edge knowledge in their field of study.



- Students must be able to apply their knowledge to their work or vocation in a professional manner and have acquired the competences required for the preparation and defence of arguments and for problem solving in their field of study.
- Students must have the ability to gather and interpret relevant data (usually in their field of study) to make judgements that take relevant social, scientific or ethical issues into consideration.
- Students must be able to communicate information, ideas, problems and solutions to both expert and lay audiences.
- Students must have developed the learning skills needed to undertake further study with a high degree of autonomy.
- Be able to learn independently and develop initiative and entrepreneurship.
- Be able to organise and plan.
- Be able to manage information and to write and formalise reports and documents.
- Be able to analyse, synthesise and reason critically.
- Be able to solve problems, apply knowledge to practice and develop motivation for quality.
- Be able to communicate orally and in writing.
- Be able to use new information and communication technologies.
- Be able to work in a team.
- Respect and promote the principles of fundamental rights, gender equality, equal opportunities and non-discrimination, democratic values and sustainability.
- Know and apply the principles of the professional code of ethics.

LEARNING OUTCOMES

- Students must have acquired knowledge and understanding in a specific field of study, on the basis of general secondary education and at a level that includes mainly knowledge drawn from advanced textbooks, but also some cutting-edge knowledge in their field of study.
- Students must be able to apply their knowledge to their work or vocation in a professional manner and have acquired the competences required for the preparation and defence of arguments and for problem solving in their field of study.
- Students must have the ability to gather and interpret relevant data (usually in their field of study) to make judgements that take relevant social, scientific or ethical issues into consideration.
- Students must be able to communicate information, ideas, problems and solutions to both expert and lay audiences.
- Students must have developed the learning skills needed to undertake further study with a high degree of autonomy.



- Ability to learn autonomously and develop initiative and entrepreneurial spirit.
- Ability to organize and plan.
- Ability to manage information, write and formalize reports and writings.
- Ability to analyze, synthesize and reason critically.
- Ability to solve problems, apply knowledge to practice and develop motivation for quality.
- Ability to communicate orally and in writing.
- Ability to use new information and communication technologies.
- Capacity for teamwork.
- Ability to respect and promote fundamental rights, equality between men and women, equal opportunities and non-discrimination, democratic values and sustainability.
- Ability to know and apply the principles of professional deontological code.
- Know and be able to relate the contents of the Human Resources function with the decisions on the design of the organization.
- Define the policies that integrate Human Resources strategies.
- Identify the main sources of competitive advantage of human capital.
- Be able to design recruitment strategies, training and motivation of Human Resources.
- Be able to develop Human Resources strategies and show their interdependence with the rest of functional strategies.
- Be able to implement and evaluate the Human Resources strategy.

WORKLOAD

ACTIVITY	Hours	% To be attended
Theoretical and practical classes	60,00	100
Attendance at events and external activities	5,00	0
Development of group work	10,00	0
Development of individual work	10,00	0
Study and independent work	10,00	0
Readings supplementary material	10,00	0
Preparation of evaluation activities	15,00	0
Preparing lectures	10,00	0
Preparation of practical classes and problem	10,00	0
Resolution of case studies	8,00	0



Resolution of online questionnaires	2,00	0
TOTAL	150,00	

TEACHING METHODOLOGY**English version is not available****EVALUATION****English version is not available****REFERENCES****Basic**

- Albizu, E. y Landeta, J. (coords.) (2001): Dirección Estratégica de los Recursos Humanos. Ed. Pirámide, Madrid.
- Bonache, J. y Cabrera, A. (dir.) (2002): Dirección estratégica de las personas. Prentice Hall.
- Gómez Mejía, L., Balkin, D. y Cardy, R. (2008): Gestión de Recursos Humanos. Pearson Prentice Hall, 5ª ed. 1ª reimpresión
- Armstrong, M. Armstrongs Handbook of Strategic Human Resource Management. Ed. KoganPage

Additional

- Sastre, M. A. y Aguilar (2003): Dirección de recursos humanos. Un enfoque estratégico. McGraw Hill.
- Tarazona, F. J. (2008): Estratègia i Direcció de Recursos Humans. Universitat de València, Servei de Política Lingüística.
<http://www.spluv.es/index.php/publicacions-estudis-i-recursos/material-docen>
- Herrera, J. (2001): Dirección de Recursos Humanos. Un enfoque de Administración de Empresas. ACDE Ediciones, Valencia.
- García-Tenorio, J y Sabater, R. (Coord.) (2004): Fundamentos de dirección y gestión de recursos humanos. Thompson.
- Ariza-Montes; J.A. y Morales Fernández, E.J. (2014): Gestión estratégica de personas y competencias. McGraw-Hill.
- Dolan, S. L.; Valle.Cabrera, R. y Lopez-Cabrales, A. (2014): La gestión de personas y del talento. McGraw-Hill.



ADDENDUM COVID-19

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

English version is not available

1. CONTENIDOS

Se mantienen los contenidos y se distribuirán según los diferentes tipos de sesiones (presenciales).

2. VOLUMEN DE TRABAJO Y PLANIFICACIÓN TEMPORAL DE LA DOCENCIA

Se mantienen las actividades y volumen de trabajo de la guía docente original. La planificación de sesiones se especificará a principio de curso.

3. METODOLOGÍA DOCENTE

PARA TODO EL ESTUDIANTADO:

- Se seguirán clases teórico prácticas de manera presencial
- Se realizarán presencialmente las actividades prácticas y tutorías colectivas establecidas en la guía docente. Las tutorías individuales serán preferentemente virtuales.
- En caso de que la situación sanitaria impusiera que la totalidad de la docencia se desarrollara online, se sustituirán todas las sesiones por subida de materiales a Aula virtual, videoconferencia síncrona o transparencias locutadas o materiales interactivos si se puede facilitar por parte de la editorial. En el caso de las actividades prácticas, se garantizará la interacción con estudiantes mediante videoconferencia o foro o chat en aula virtual. Dado el caso, las adaptaciones correspondientes serán comunicadas a través del aula virtual por el equipo docente y mediante el envío semanal de correo electrónico con todas las indicaciones precisas del desarrollo de las tareas de la semana.

PARA ESTUDIANTES VULNERABLES O AFECTADOS

Se adaptará la metodología a las siguientes actividades no presenciales siguientes:

- Trabajos individuales asignados
- Tutoría por videoconferencia
- Desarrollo de proyecto individual
- Chats para interactuar en directo y seguimiento del caso particular por correo-e



4. EVALUACIÓN

Se mantienen los criterios de la guía docente en cuanto a la ponderación de la evaluación de cada tipo de actividad. En caso de estudiantes vulnerable o afectado, la proporción de calificación de las actividades de grupo evaluables se trasladará a actividades individuales.

En caso de que la situación sanitaria impusiera que la prueba final se desarrollara online, se propondrá una evaluación por la modalidad de:

- Prueba escrita individual por tarea síncrona mediante cuestionario por aula virtual.
- Prueba escrita individual por tarea síncrona mediante preguntas de desarrollo para aula virtual.

5. BIBLIOGRAFÍA

Se mantiene la bibliografía existente en aula virtual. Si la situación sanitaria impusiera cierre de bibliotecas, se facilitaría material de apoyo a través del aula virtual.