



COURSE DATA

Data Subject

Code	42764
Name	Management of human resources in social economy enterprises
Cycle	Master's degree
ECTS Credits	3.0
Academic year	2022 - 2023

Study (s)

Degree	Center	Acad. year	Period
2204 - M.D. in Social Economics (Coop and Non-Profit Organisations)	Faculty of Economics	1	First term

Subject-matter

Degree	Subject-matter	Character
2204 - M.D. in Social Economics (Coop and Non-Profit Organisations)	9 - Management of human resources in social economy enterprises	Obligatory

Coordination

Name	Department
MONREAL GARRIDO, MANUEL	105 - Business Administration 'Juan José Renau Piqueras'

SUMMARY

The management of human resources and management are usually based on "*directivist*" principles. In this subject we will see how the particularities of the Entities of Social Economy begin with the break with these principles, as we know them.

In the case of Associated Work Cooperatives, for example, we find that the workers are at the same time the owners of the organization. And as such, through the representative bodies, the Assembly or the Governing Council, make their main decisions.

On the other hand, in the case of non-profit entities, the activity of human resources in their volunteer aspect requires management of the same. Having models for volunteer management and the motivation mechanisms necessary for the permanence and linking of volunteering are also relevant aspects to consider in this subject.

The most up-to-date human resources approaches, and especially the Strategic Human Resources Department (ERHD), conceive of managers as an action group (as well as an actor) of HRD. In the case of the Social Economy, this approach of collective actors and objectives of the actions, is the appropriate one.



In the classic vision of the Directorate that provides on the workers (if they are not controlled they are lazy and do not try), the application of the Personnel Department becomes much more complex in the Entities of Social Economy. But a more involved approach to the components of the organization becomes much more useful.

Although we see very few E.E.S. Which have advanced to the level of ERHM in its most directivist, strategic model, and the concept of Human Resources Units is especially valuable in an entity with cooperatives and labor personnel. To the HRM in the US New challenges and challenges related to gender and the incorporation of minorities and people with disabilities into the staff of the entity are added.

PREVIOUS KNOWLEDGE

Relationship to other subjects of the same degree

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

Other requirements

Nothing

OUTCOMES

2127 - M.U. en Economía Social (Coop.Entidades No Lucrativas)

- Students can apply the knowledge acquired and their ability to solve problems in new or unfamiliar environments within broader (or multidisciplinary) contexts related to their field of study.
- Students are able to integrate knowledge and handle the complexity of formulating judgments based on information that, while being incomplete or limited, includes reflection on social and ethical responsibilities linked to the application of their knowledge and judgments.
- Students can communicate their conclusions, and the knowledge and rationale underpinning these, to specialist and non-specialist audiences, clearly and unambiguously.
- Students have the learning skills that will allow them to continue studying in a way that will be largely self-directed or autonomous.
- Comprender el funcionamiento de las entidades y empresas que conforman la Economía Social
- Conocer y saber aplicar las estrategias de Recursos Humanos aplicadas a las empresas y entidades de la Economía Social.
- Students have the knowledge and understanding that provide a basis or an opportunity for originality in developing and/or applying ideas, often within a research context.
- Know how to work in multidisciplinary teams reproducing real contexts and contributing and coordinating their own knowledge with that of other branches and participants.
- Participar en debates y discusiones, dirigirlos y coordinarlos y ser capaces de resumirlos y extraer de ellos las conclusiones más relevantes y aceptadas por la mayoría.
- Utilizar las distintas técnicas de exposición -oral, escrita, presentaciones, paneles, etc- para comunicar sus conocimientos, propuestas y posiciones.
- Proyectar sobre problemas concretos sus conocimientos y saber resumir y extraer los argumentos y las conclusiones más relevantes para su resolución.



- Ser capaces de buscar, ordenar, analizar y sintetizar la información, seleccionando aquella que resulta pertinente para la toma de decisiones.
- Saber trabajar en equipo con eficacia y eficiencia.
- Ser capaces de tomar decisiones tanto individuales como colectivas en su labor profesional y/o investigadora.
- Have a proactive attitude towards possible changes that may occur in their professional and/or investigative work.
- Be able to integrate new technologies in their professional and/or research work.
- Know how to write and prepare presentations to present and defend them later.
- Ser capaces de analizar de forma crítica tanto su trabajo como el de su compañeros.
- Ser capaces de integrarse en equipos, tanto en función de directivos o coordinadores como en funciones específicas acotadas y en funciones de apoyo al propio equipo o a otros.

Concretely, all students should master at the end of this program, at least the following contents:

The implications and results of different ways to play the role of HR has on organizational performance (whether profit or not).

The special implications that distinguish the exercise of the function in a social economy organization, compared to other types of organization.

How to carry out, and the implications, the study of work, defining efficient jobs, the study of processes and redesigning jobs. How to develop the planning process to determine the appropriate template (both quantitatively and qualitatively), adjusting the business plan (or Organizational Strategy, if any) and the Business Development Plan.

Manager's role in the recruitment process: how to analyze whether or not to make a new contract, the interest of different recruitment sources, the usefulness of the different selection techniques and their relevance (considering cost and reliability) to the profile the vacancy, the way to guide the process of socialization of new employees to avoid failure in their most expensive, and the cost study and results of recruitment policies.

How to diagnose training needs of our human structure; Defining training objectives; How to evaluate the different options (participants, instructors, ...), how to calculate the costs of training and no training, and how measure the results. And in particular, self-management learning in management development.

Managing motivation in the particular context of the different types of cooperative groups may exist within the general name of Social Economy, as well as how to integrate them in our decisions to address human resources in terms of incentive policies.

The human group management (people management and group) pointing concepts and general ideas to be developed in other related modules such as discipline and different types of management options or the same, evaluation and performance management Management communication, gather important information from our partners, namely to convey our purposes, negotiate with them (managing their ambitions and political games), and manage the work of professional counseling as a tool for human resources management.



DESCRIPTION OF CONTENTS

1. INTRODUCTION. INSTITUTIONS OF THE SOCIAL ECONOMY AND BEHAVIOR

- 1.1. Economic cooperation and economic institutions
- 1.2. Behavior and incentives in organizations
- 1.3. Particularities in companies of the social economy

2. THE MANAGEMENT OF HUMAN RESOURCES IN INSTITUTIONS OF THE SOCIAL ECONOMY

- 2.1. Functions, tasks and responsibilities of the members of the organization
- 2.2. Objective functions of the Human Resources Department
 - 2.2.1. Recruitment of human resources
 - 2.2.2. Training and development of human resources
 - 2.2.3. Motivation of human resources
- 2.3. Instrumental functions of the Human Resources Department
 - 2.3.1. Human Resource Information Systems (HRIS)
 - 2.3.2. Job evaluation
 - 2.3.3. Assessment of performance and performance
- 2.4. Particularities in companies of the social economy.

3. HUMAN RESOURCES AND VOLUNTEER MANAGEMENT

- 3.1. Volunteering in organizations.
- 3.2. Importance of volunteer management
- 3.3. Model for the management of volunteering
- 3.4. Permanence and linking volunteering in the organization
- 3.5. Motivations of the volunteers and their measurement

WORKLOAD

ACTIVITY	Hours	% To be attended
Theory classes	20,00	100
Classroom practices	10,00	100
Development of group work	15,00	0
Development of individual work	10,00	0
Study and independent work	5,00	0
Preparing lectures	15,00	0
TOTAL	75,00	



TEACHING METHODOLOGY

The methodology of the sessions will consist of: Presentation of the contents of the subject, highlighting the most important and resolving any doubts of the students; and Proposal and resolution activities and / or case studies related to the concepts presented. We are incorporated in the learning process dynamics of learning by discovery, and will use a parallel activity to be held in groups where students end up with a draft work related to that activity. After completing the course and presented the group work, each student / individual work to present a self-test of the dynamics followed by his team, identifying weaknesses and mistakes. In the corresponding dates will be posted the materials and the appropriate indications for the preparation of the different teaching units.

EVALUATION

The evaluation system will combine a written exam (type test) (60% of the total score), and a continuous assessment (evaluating parameters such as attendance and participation) with the evaluation of the papers presented (group and individual) (40% of the total score).

REFERENCES

Basic

- Herrera, J. (2010): Dirección de Recursos Humanos. Un enfoque de Administración de Empresas. Ediciones Ramón Llull, Valencia.
- Orellana, W.E.; Monreal, M. (2007): Control, incentivos y comportamiento en las organizaciones. ACDE Ediciones. Valencia
- Biblioteca de ciencias sociales de la UV "Guía de recursos bibliográficos sobre economía social" <https://cibisoc.blogs.uv.es/recursos-tematicos/economia-social/>
- Chaves,R., Fajardo,G, Monzón,J.L. (dir) (2020): Manual de economía social, Editorial Tirant lo blanc, Valencia

Additional

- Albizu, E. y Landeta, J. (coordinadores): Dirección Estratégica de los Recursos Humanos. Pirámide, Madrid.
- Gómez-Mejía, L.R., Balkin, D.B. y Cardy, R.L. (1997): Gestión de Recursos Humanos. Prentice-Hall, Madrid.
- Herrera, J. (coordinador) (2004): Conceptos básicos para discusión sobre Dirección y Gestión de Recursos Humanos. Promolibro, Valencia.
- Pfeffer, J. (2000): Nuevos rumbos en la teoría de la organización. Problemas y posibilidades". Editorial OXFORD University Press
- Ackoff, R.L. (2000): Recreación de las corporaciones. Un diseño organizacional para el siglo XXI. Editorial OXFORD University Press