



Universitat de Lleida

DEGREE CURRICULUM
**HUMAN RESOURCE
MANAGEMENT**

Coordination: ROCA TORRUELLA, XAVIER

Academic year 2023-24

Subject's general information

Subject name	HUMAN RESOURCE MANAGEMENT			
Code	101332			
Semester	2nd Q(SEMESTER) CONTINUED EVALUATION			
Typology	Degree	Course	Character	Modality
	Bachelor's Degree in Business Administration and Management	4	OPTIONAL	Attendance-based
Course number of credits (ECTS)	6			
Type of activity, credits, and groups	Activity type	PRAULA		TEORIA
	Number of credits	2.7		3.3
	Number of groups	1		1
Coordination	ROCA TORRUELLA, XAVIER			
Department	ECONOMICS AND BUSINESS			
Important information on data processing	Consult this link for more information.			
Language	Català			

Teaching staff	E-mail addresses	Credits taught by teacher	Office and hour of attention
ROCA TORRUELLA, XAVIER	xavi.roca@udl.cat	7,2	

Learning objectives

The objectives to be achieved in the development of the subject are:

1. Understand what role Human Resources play in the company.
2. Know the main functions of Human Resources management in the company, such as analyzing and designing jobs, hiring staff, evaluating their performance, remunerating workers, planning their careers, training them appropriately and manage with a marketing approach the relationship with the workers.
3. Understand that the Human Resources of the company are People. And so, as people, they have feelings, needs, emotions, and motivations, and besides, each person is quite different from the rest.
4. Know the main aspects of Emotional Intelligence applied to the company field.
5. Understand the importance of teamwork and thoroughly know techniques and resources to improve the performance of work teams.
6. Analyze and understand the concept of leadership and identify its importance in the business field as well as having the tools to develop it properly.

Competences

University of Lleida strategic competences

- Correctness in oral and written language.
- Master Information and Communication Technologies.
- Master a foreign language.

Degree-specific competences

- Create and direct a business, which listens and responds to the changes of the environment in which it operates.
- Apply instrumental techniques to the analysis and solution of business problems and to the taking of decisions.
- Perform the roles related to the different functional areas of a business and institutions.

Goals

- 1. Understanding the role played by human resources in the company. 2. Understand the main functions of the Human Resources management in the company, such as analysis and design jobs, recruiting, evaluating performance, reward employees, plan your career, train and manage them properly relationship marketing approach with employees. 3. Understand that HR people are the company. And so, like people, have feelings, needs, feelings and motivations and also each person is very different from the rest. 4. Understanding the key aspects of Emotional Intelligence applied to the field of business. 5. Understand the importance of teamwork and getting to know techniques and resources to improve the performance of teams. 6. Analyze and understand the concept of leadership

and identify its importance in the business and have the tools to develop it properly.

- Elaborate, interpret and audit the economical-financial information of entities and individuals, and provide them with assessment.

Degree-transversal competences

- Ability to criticise and be self-critical.
- Ability to organise and plan.

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- Teamwork and leadership.

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- Be able to work and to learn in an autonomous way and simultaneously adequately interact with others, through cooperation and collaboration.

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- Ability to analyse and synthesise.
- Act in accordance with rigour, personal compromise and in a quality orientated way.

Subject contents

1. Human Resource Management:

The role of human resource management in the enterprise

Job analysis and job design

The recruitment of human resources

The performance evaluation

Remuneration policy

Career planning

Training

2. Human beings:

1. Motivation:

Concept of motivation

Sources of motivation and motivational process

Basic motives and social motives

Motives and contramotives

Maslow on motivation

Team motivation

2. Emotion:

Concept and functions of emotion

Emotional process

Basic emotions

Social emotions

3. Emotional Intelligence:

Concept of EI

Capacities of EI

3. Teamwork:

a. The team concept

b. Benefits of Teamwork

- c. Group vs team
- d. Dysfunctions of teamwork
- e. Steps to create a team
- f. 17 laws of teamwork
- g. High performance teams

4. Leadership:

- a. The concept of leadership
 - i. Historical development of the concept of leadership
 - ii. The complexity of the concept of leadership
- b. Leadership elements
- c. Leadership evidences
- d. 21 laws of leadership
- e. Discussions on leadership
- f. Lead your professional career

Methodology

The course will be developed through theoretical explanations and practical cases. The theoretical contents will be presented to the class in powerpoint format and will then be made available to the students through the Sakai.

The theoretical and practical classes will require the active participation of the students, to give opinions, discuss, criticize, analyze... the different concepts that are gradually introduced during the course. The practical part will be quite diverse. It will include a reading and reflection exercise on an article of interest, a real case study, the viewing and subsequent analysis of a video, documentary and/or film.

Also, in some specific sessions we will have the presence of an external speaker who can explain his specific experience in the field we are studying. There will be readings, exercises, assignments and reflections both at individual and team level.

Evaluation

Continous evaluation

Consist in following the course of an active part of the student including:

- Regular class attendance and active participation (10%)
- Part I Theory exam 25%
- Part II Theory exam: 25%

- Part I practice: 20% (every class there is a practice exercise that will be evaluated)
- Part II practice: 20% (every class there is a practice exercise that will be evaluated)

To pass this subject, students must:

- Get more than 50% of the points in the final theory evaluation of every Part
- Get more than 50% in the average of the total subject. Students who have failed one or more evaluations in theory will not be able to pass this subject

Bibliography

Recommended bibliography

- Acosta, José María. "Inteligencia Emocional en una semana". Gestión 2000 Grupo Planeta
- Adair, John. "Liderazgo y motivación". Nuevos emprendedores
- Aguirre de Mena, Juan M y otros. "Dirección y gestión de personal". Editorial Pirámide.
- Albizu, E., Landeta, J. (coord). (2001). "Dirección estratégica de recursos humanos". Madrid: Editorial Pirámide
- Adair, John. "Liderazgo y motivación". Ed. Nuevos Emprendedores
- Badaracco, Joseph L. Jr. "Liderando sin hacer ruido". Ediciones Deusto – Harvard Business School Press
- Boyatzis Richard y McKee Annie. "Liderazgo emocional". Ediciones Deusto
- Boyatzis Richard, McKee Annie y Johnston Frances. "Líder emocional". Ediciones Deusto
- Cashman, Kevin. "El despertar del líder". Ed. Empresa Activa
- Claver Cortés, E. y otros. "Los recursos humanos en la empresa. Un enfoque directivo". Editorial civitas
- Covey Stephen R. "El líder interior. Paidos Empresa
- Gil, Ignacio y otros. "La nueva dirección de personas en la empresa". Mcgraw-hill
- Goleman, Daniel. "Inteligencia Emocional"
- Gómez-Mejía L.R. (coord) (2001). "Dirección y Gestión de Recursos Humanos". Madrid: Prentice Hall
- Maestro Juan Carlos. "Regálate liderazgo". Profit Editorial
- Mateo, Juan y Valdano Jorge. "Liderazgo". Editorial El País Aguilar
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- Milkovich, george t. Y john w. Boudreau. "Dirección y administración de recursos humanos". Addison Wesley
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- Patricio Jiménez, Daniel. "Manual de recursos humanos". ESIC Libros profesionales de empresa
- Peña Baztan, M. "La psicología y la empresa". Editorial hispano europea
- Pereda Marín, Santiago y Berrocal Berroca, Francisca. "Dirección y gestión de Recursos Humanos por competencias". Editorial Universitaria Ramon Areces
- Perez López, J.A. "Teoría de la acción humana en la organización". Ediciones Rialp, S.A.
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- Ulrich, Dave. "Recursos humanos champions". Editorial Granica
- Valderrama, Beatriz. "Motivación inteligente". FT Prentice Hall
- Zenger John H., Folkman, Joseph. "El líder extraordinario". Profit Editorial
- Zenger John H., Folkman, Joseph, Edinger Scott K. "El líder inspirador". Profit Editorial