

# Bachelor Degree in Business Administration and Management and Business Transformation

**Course:** Talent and people management

**Subject:** Professional development

**Credits:** 6 ECTS

**Program:** Bachelor

**Modality:** On-Site

**Year:** Fourth

**Semester:** First

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## 2. Presentation

Human talent is a vital resource in a company that is committed to change, and the transformation of the business towards sustainability. This course develops the contents, methods and tools associated with human resources strategy and talent management. It discusses aspects related to the human resources function, the search for and investment in talent. In particular, it examines aspects related to the evolution and key functions of human resources management: attracting, retaining and developing the people who are part of the company in order to develop a business transformation plan towards a sustainable business.

## 3. Learning outcome of the degree

- RAT1 - The graduate will be able to recognize the tasks of the different functional areas within a company or organization, taking into account previous theoretical learning about business structures.
- RAT2 - The graduate will identify the moral and ethical principles related to legal and social responsibility, derived from business action through theoretical learning of the regulations that apply to companies.
- RAT4 - The student will describe the techniques of management in the development of business organizations by means of different written tests.
- RAT7 - The student, after completing the Degree, will be able to identify the HR principles and practices of organizations through real-world case study learning
- RAT8 - The graduate will be able to provide a detailed description of the principles of occupational risk assessment as well as the action plans required to implement them in a company.
- RAT9 - The student will be able to provide clear and precise explanations of any knowledge/information, both orally and in writing, in Catalan, Spanish and a third language, particularly English.
- RAT10 - The student will be able to apply digital technologies (at the right time) in his/her field of expertise.
- RAT11 - After completing the Degree, the student will be able to apply the teamwork techniques in an autonomous way.
- RAT18 - The student will be able to provide innovative, creative and entrepreneurial solutions in professional situations.
- RAT19 - The student will be able to evaluate the sustainability and social impact of the proposals presented, with ethical, environmental and professional responsibility.
- RAT20 - The student will be able to apply the gender perspective in the professional tasks.
- RAT22 - After completing the degree, the student will be able to design work processes to achieve organizational efficiency.

- RAT24 - After completing the degree, the student will be able to design projects for IT services and systems in all business fields.

## 4. Learning outcomes of the subjects

- RAM3 – Students will be able to generate proactive initiatives in order to minimize and prevent future problems.
- RAM4 – The student will be able to adequately measure the effectiveness of the equipment by presenting the results obtained by applying the measurement techniques learned.
- RAM6 – The student will be able to adequately propose concrete changes in the working method from new objectives and opportunities to improve the business result through a written project.
- RAM7 – The student will be able to clearly contrast the importance of the analysis techniques used to identify solutions to specific problems posed in practical cases.
- RAM8 – The student will be able to correctly validate the work of a team when undertaking effective actions to foster the talent and abilities of others.

## 5. Contents

The course will review strategic aspects of Human Capital to attract the right talent to be part of the process of organizational change, such as the promotion of collaborative behaviors throughout the organization, as well as more operational issues: recruitment, selection, training, retention of talent and managerial, and legal skills.

- Introduction to Human Resource Management and the Current Labour Market
- Job analysis and job description
- Staff selection
- Training and development
- Human Resources Management System by competencies
- Assessment of Performance Evaluation
- Compensation and benefits
- Organizational commitment
- De-staffing
- Leadership Directorate
- Motivation in the workplace
- Internal relations
- Teamwork (Coaching and Mentoring)
- Strategic vision of organizational transformation from the HR Directorate. Management indicators.
- Development of human resources policies.

- Labour law.
- Application through examples and exercises of Corporate Social Responsibility to ensure a better sustainable community and continuity in awareness of its importance.

## 6. Methodology

Learning outcomes developed	Teaching methodology	Training activities
Knowledge	Master class	Teacher's presentations
	Instructional sessions	Student's presentations
	Tutoring	Meetings for the resolution of doubts
	Learning based on readings	Reading and analysis of documents
Skill	Learning based on projects	Problem solving
	Learning based on audio-visual	Audiovisual analysis
	Case-based learning	Search and processing of information. Problem solving
Competence	Project-based work	Reporting Submissions of reports or papers

## 7. Evaluation

Evaluation system	Weight
Continuous evaluation: exercises, problems, reporting, papers, case studies	40 %
Mid-term exam	20 %
Final exam	40 %

When computing the final grade, the on-going activities (participation, in-class quizzes, seminar cases and group projects, midterm exam) will be weighted only if the final exam

grade is equal to or greater than 4.0. Therefore, to obtain a passing course grade, the final exam grade must be equal to or greater than 4.0. If the final exam grade is less than 4.0, the final exam grade becomes the final course grade, irrespective of the other grades. Students must take the final exam if they want to receive a quantitative course evaluation. Students who do not sit the final exam will receive a “No Show” overall course grade.

"The maximum grade that students may obtain on the reevaluation tests [...] shall be 5,0. In addition, "the grade of the reevaluation tests will, in any case, constitute the final grade of the subject". **Thus, only those students who having completed the partial exam, the final exam and have completed 100% of the activities of continuous assessment of the subject, are suspended (final grade of the subject less than 5) will be entitled to the exam.**"

**Single Evaluation:** The single assessment consists of a single examination equivalent to 100% of the grade of the subject. The exam, and therefore the subject, is passed with a grade of 5 out of 10 in this final test.

To benefit from the single assessment, it is necessary to send the teacher a written request during the first 15 working days of the course.

## 8. Bibliography

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- Buganza, T., Bellis, P., Magnanini, S., Press, J., Shani, A. R. B., Trabucchi, D., ... & Zasa, F. P. (2022). Storymaking and organizational transformation: how the co-creation of narratives engages people for innovation and transformation. Taylor & Francis.
- Yáñez Torres, J. A. (2023). Gestión de talento humano del Taller Automotriz de Jonathan de la ciudad de Babahoyo periodo 2023 (Bachelor's thesis, Babahoyo: UTB-FAFI. 2023).
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- Radbourne, J. (2023). Arts management: A practical guide. Taylor & Francis., Chapter 5
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- Boxall, P., & Purcell, J. (2022). Strategy and human resource management. Bloomsbury Publishing.