



PRESENTATION

The management and leadership of people and work teams are essential aspects for today's organizations in a globalized, technological and changing context. This course aims to be a first approach in the work of managing people in organizations, since in one way or another every professional develops his activity surrounded by people: bosses, colleagues, subordinates, customers, suppliers.

On the one hand, we will study in depth the theoretical foundations that will help us understand what organizations are and how human relations are structured in them, and on the other hand, we will apply this knowledge live and direct through the case method and real simulations.

- **Degree:** Degree in Business Administration and Management. Degree in Economics.
- **Module/Subject:** Economics and Business/Economía y Empresa
- **ECTS:** 3
- **Course, semester:** 4th, eighth.
- **Character:** Required
- **Faculty:** Enrique Monjaraz
- **Language:** English
- **Classroom, Schedule:** <https://www.unav.edu/web/facultad-de-ciencias-economicas-y-empresariales/estudiantes/horarios>

LEARNING RESULTS (competencies)

CB2: That the students know how to apply their knowledge to their work or vocation in a professional way and possess the competences that are usually demonstrated by means of the elaboration and defense of arguments and the resolution of problems within their area of study.

CE21: To know the relationships between human resources management and other business functions.

PROGRAM

Topic 1: The human being and work

Topic 2: The nature of the company

Topic 3: Human motivations

Topic 4: Leadership

Theme 5: Competencies for people management

Theme 6: Human resources policies

Theme 7: People management, the future of employment and the new economy

TRAINING ACTIVITIES

The total average time that the student should dedicate to the course would be **75 hours** distributed as follows.

Lectures with theoretical explanations, analysis of company cases, classroom exercises and simulations: **30 hours**.



Personal and team work: **45 h.**

EVALUATION

ORDINARY CALL

Of the 100% of the grade, 70% corresponds to the practical part and 30% to the theoretical part. For each part to count in the final grade, at least half of the grade must be achieved in each of the two parts.

Practical part (70%):

- o Participation (15%)
- o Previous individual work for the preparation of the sessions (25%).
- o Preparation and presentation of a group work (30%).

Theoretical part (30%):

- o Exam (30%).

EXTRAORDINARY CALL

The practical grade of the ordinary exam will be kept in the case of having passed it.

If the practical part has been passed in the ordinary exam, exam (30%).

If the practical part has not been passed in the ordinary exam, exam (100%).

OPENING HOURS

Prof. Enrique Monjaraz (cmonjarazdi@external.unav.es)

- Despacho..... Edificio. Planta
- Horario de tutoría:

BIBLIOGRAPHY AND RESOURCES

Basic bibliography:

§ Urcola, J.L. (2010): *Dirigir personas: fondo y formas* (6th ed.). Esic editorial

§ Gomez, L. R., Balkin, D. B., & Cardy, R. L. (2019). *Human resource management*.

Supplementary bibliography.

§ Guillen, P. (2021) *Motivation in organizations and sense of work*. Editorial Tirant lo Blanch.

§ Maella, P., & Cerrillo, P. M. (2008). *Gestionar con sencillez: Mitos y realidades del liderazgo*. Profit Editorial.

§ Pérez López, J.A. (2018): *Fundamentos de dirección de empresas* (7th ed). Rialp.

§ Rodríguez Porras, J.M. (2007): *El factor humano en la empresa*. Deusto ediciones.



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