



## PRESENTACIÓN

### Breve descripción:

During your careers, you will need to work *for* and *with* other people. An understanding of the human side of organizations is a key complement to the technical skills you are acquiring in other core business areas. This course is an introduction to the basic concepts and current topics in human resource management (HR) and organizational behavior (OB).

The emerging new world of work is characterized by technological pervasiveness, flexibility, uncertainty, and resilience: because of the pandemic hit, work will never be the same. We will analyze and discuss how jobs, individuals, and organizations may improve-or not- after the crisis.

This course is designed to attain three main objectives:

- Increase your knowledge of basic HR and OB concepts so that you can understand and analyze how organizations and the people within them work.
- Give you opportunities to apply HR and OB concepts to real-life challenges
- Develop your leadership potential. Effective leaders must be able to diagnose issues, communicate clearly, make well-informed decisions, influence and motivate others.

- **Titulación:** Human Resource Management
- **Módulo/Materia:** 2.2.5./2.1.2.
- **ECTS:** 3
- **Curso, semestre:** 3rd and 4th year, 2nd semester
- **Carácter:** Compulsory
- **Profesorado:** Xin Xing
- **Idioma:** English
- **Aula, Horario:**

## COMPETENCIAS

### Basic Competencies (Management and Economics)

BC2.Students should be able to apply their knowledge to their job or vocation in a professional way.

They should be able to prove their general competencies by developing and defending arguments and solving problems within their subject area.

BC4. Students should be able to convey information, ideas, problems and solutions to both specialized and general audiences.

### General Competencies (Management and Economics)

GC2. Identifying, incorporating and using acquired knowledge in argument, discussion and problem solving as they apply to economics and business.



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## PROGRAMA

The course consists of six modules

- Module 1: The Human Resource Environment
- Module 2: Talent Acquisition
- Module 3: Training & Development
- Module 4: Assess & Improve performance
- Module 5: Compensation & Benefit
- Module 6: People Analytics

## ACTIVIDADES FORMATIVAS

- In class activities: 30h

- Off class activities: 45h

30h groupwork and 15h individual study

## EVALUACIÓN

### CONVOCATORIA ORDINARIA

The grades will be evaluated as below:

- Previous preparation of the session & class participation (20%)
- Team assignments/ Tests (30%)
- Partial Exam: (20%)
- Exam (30%) Theory & Case analysis. You must pass the exam to be able to pass the course.

### CONVOCATORIA EXTRAORDINARIA

- Examen (100%) Theory & Case analysis.

## HORARIOS DE ATENCIÓN

Dra.....Xing Xin.....([xxing@unav.es](mailto:xxing@unav.es))

- Despacho 5060 Edificio Amigos Planta 5ª
- Horario de tutoría: Lunes de 15:00-17:00 ( Cita Previa )

## BIBLIOGRAFÍA



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**Basic bibliography:**

- Noe R., Hollenbeck J., Gerhart B., & Wright P. (2019). Fundamentals of Human Resource Management (8th edition). McGraw-Hill. [Find it in the library](#) (Ed. 2011)
- Robbins S. P., & Judge T. (2021). Essentials of organizational behavior (15th ed.). Pearson. [Find it in the library](#)

**Further Reading:**

- Bock L. (2015). Work rules! Insights from inside Google that will transform how you live and lead. John Murray.
- Grant A. (2013). Give and take: A revolutionary approach to success. Penguin
- Grant A. (2021). Think again: The power of knowing what you don't know. Viking
- Guillen, M. (2021) Motivation in organisations. Routledge.