



Facultat de Dret – Grau en Relacions Laborals

Pla docent de l'assignatura
People Management and Globalization
(21812)

Curs 2012-2013

Academic year 2012-13

People Management and Globalization (21812)

Program: baccalaureate of labor relations

Class year: 4th

Trimester: 2nd

Number of ECTS credits: 4

Hours of students involvement: 24

Language: English

Professor: Marco A. Barrenechea Méndez

1. Course description

This course prepares students with a business understanding of the need for human resources management skills in the global context. This general management perspective is prevalent among practicing managers. In fact, managers are expected to be generalists with a broad set of skills, including human resource management skills. For instance managers should be able to prepare labor reductions plans; identifying key employees that the firm must keep despite declining profits; managing rising employee stress, anxiety and depression; rewarding employees for achieving important milestones; cross training employees so that they are capable of fulfilling different job roles; enabling employees to become culturally savvy so that they can relate to diverse audiences both domestically and internationally; and so on.

2. Competences

- G1. Resolución de problemas
- G2. Comunicación oral y escrita
- G3. Capacidad de análisis y síntesis de la información
- G4. Compromiso ético
- G5. Trabajo en equipo
- G6. Motivación por la calidad
- G7. Capacidad para el trabajo autónomo
- E5. Dirección y gestión de personas
- E6. Organización de empresas
- E15. Aplicar técnicas de dirección de personas
- E16. Elaborar estrategias organizativas y de personas
- E19. Trasladar y aplicar conocimientos a la práctica
- E22. Comprender el carácter dinámico de las relaciones laborales nacionales e internacionales

3. Content

Topic 1: Human Resource planning

Topic 2: Selection and hiring in the global economy

Topic 3: Compensation and motivation in the global economy
 Topic 4: Managing performance in the global economy
 Topic 5: Training and development in the global economy
 Topic 6: Employee separation in the global economy
 Topic 7: Diversity management in the global economy
 Topic 8: International human resource management

4. Assessment

G1. Resolución de problemas
 G2. Comunicación oral y escrita
 G3. Capacidad de análisis y síntesis de la información
 G4. Compromiso ético
 G5. Trabajo en equipo
 G6. Motivación por la calidad
 G7. Capacidad para el trabajo autónomo
 E5. Dirección y gestión de personas
 E6. Organización de empresas
 E15. Aplicar técnicas de dirección de personas
 E16. Elaborar estrategias organizativas y de personas
 E19. Trasladar y aplicar conocimientos a la práctica
 E22. Comprender el carácter dinámico de las relaciones laborales nacionales e internacionales

4.1. Assessment System

Overall Evaluation System					
Activity	Criteria	% final grade	Criterion recovery, dates	% recovery (final grade)	Competences assessed
Written test on the theory taught in the course	Test score from 0 to 10. To approve the subject is necessary to obtain an average score above 5 on this test	60%	Recoverable. New written test. Deadline:	60%	G1, G2, G3, E5, E6, E15, E16, E19, E22
Academic work on case studies	Score from 0 to 10. To approve the subject is necessary to finish the assignment.	20%	Recoverable. Delivery of a new assignment. Deadline:	20%	G2, G3, G5, G6, G7, E19

Delivery of short assignments related to class activities	Score from 0 to 10. To approve the subject is necessary to finish the assignments.	20%	Recoverable. Making a case study on the day of the written test Deadline:	20%	G2, G3, G4, G5, G6, G7, E19
Sistema d'avaluació per als estudiants que participen en programes de mobilitat					
Activitat d'avaluació	Criteris d'avaluació	% nota final	Data de realització	Competències avaluades	
Written test on the theory taught in the course	Test score from 0 to 10. To approve the subject is necessary to obtain an average score above 5 on this test	100%	Mayo 2013	G1, G2, G3, E5, E6, E15, E16, E19, E22	

4.2. Conditions to attend recovery

May only attend the recovery process students who, having participated in at least 50% of continuous assessment activities and having presented the final course exam, got an insufficient final grade to approve the subject in the quarterly. Students may only recover that or those activities in which they have achieved a score less than 5.

5. Bibliography and material

5.1. Recommended bibliography

Gomez-Mejía, L., D. Balkin; and R. Cardy, Managing Human Resources, Pearson, 2010.

5.2. Additional reading

Baron, J.N., and D.M. Kreps, Strategic Human Resources, Wiley, 1999
Lazear. E.P., Personnel Economics for Managers, Wiley, 1998.

5.3. Resources

PowerPoint slides can be found in “Aula Global”.

Case studies will be given in hard copy.
Material for analysis and thinking can be found in “Aula Global”

6. Methodology

We combine theory and practice sessions in the class.

Theory is taught in two lectures of two hours per week. Here we expose the theoretical tools for the human resources practices analysis. The lectures will be carried out Thursdays and Fridays from 9 to 11 in room 20.051. In the practical meetings, given once a week in one hour sessions, we apply the theory to concrete cases. Participation is critical. The lectures will be carried out Tuesday from 13 to 14 in room 20.051.

7. Schedule

Week 1

Course presentation

Assignment of case studies to the groups

HR Challenges

Week 2

Planning and implementing Strategic HR policies

Week 3

Employee recruiting and selection in the global context

Hitting the Wall: Nike and International Labor Practices

Southwest Airlines (A) & Southwest Airlines (B): Using Human Resources for Competitive Advantage

Week 4

Employee recruiting and selection in the global context

The Ritz-Carlton Hotel Company

My Week as a Room -Service Waiter at Ritz

Week 5

Evaluating job performance in the global context

The Portman Hotel Company

Nordstrom: Dissension in the Ranks? (A) & Nordstrom: Dissension in the Ranks? (B)

Week 6

Compensation in the global context

PPG: Developing a Self-Directed Work Force (A), PPG: Developing a Self-Directed Work Force (B) & PPG: Developing a Self-Directed Work Force (C)

Executive Compensation at General Electric (A) & Executive Compensation at General Electric (B)

Week 7

Employee training and development in the global context

Performance Pay at Safelite auto Glass (A) & Performance Pay at Safelite auto Glass (B)

United Parcel Service (A) & United Parcel Service (B)

Week 8

Employee separations in the global context

JetBlue Airways

Bradley Marquez: Reduction in Force (A) & Bradley Marquez: Reduction in Force (B)

Week 9

Managing diversity

Week 10

International HRM

Week 11

International HRM

Week 12

Exam