



Facultat de Dret – Grau en Relacions Laborals

Pla docent de l'assignatura

**I gwl'f g'r gt uqpgu'ki mdcrl cel' (23: 34)**

Curs 2014-2015

# Academic year 2014-15

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## People Management and Globalization (21812)

**Program:** Grau en Relacions laborals

**Class year:** 4<sup>th</sup>

**Trimester:** 2<sup>nd</sup>

**Number of ECTS credits:** 4

**Hours of students involvement:** 24

**Language:** English

**Professor:** Marco A. Barrenechea Méndez, PhD.

**Time sessions:** Wednesday 14-16 and Friday 11-13 (only weeks 6 and 7)

**Contacting me:** if you need to contact me, please write me an email  
(marco.barrenechea@upf.edu)

### 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

By following this course, students will be able to acquire or expand a number of general and subject-specific competences.

#### General

- Understanding and correctly interpreting academic writings.
- Being able to justify and defend your position using coherent arguments.

- Developing reasoning and critical thinking abilities in order to analyze controversial issues
- Accepting the diversity of opinions as a fundamental ingredient of academic life and as an essential component of contemporary society. Being able to form your own opinion while respecting the diverging opinions from others.
- Reinforcing your habits of self-discipline, self-control, and rigor in completing academic work and in managing your time schedule.
- Having a proactive attitude toward learning about the topics you do not know and toward the learning process and/or professional activity more generally.
- Being able to make creative use of the knowledge and concepts learnt in the course.
- Being able to adapt those to novel and original situations.
- Being able to demonstrate a level of knowledge that is sufficient for professional action.
- Being able to select and use the appropriate information to formulate adequate solutions to problems.

### Specific

- Develop strategies for managing people in the globalized world.
- Apply techniques of people management to different situations and cases

## 3. Content

Topic 1: Human resources challenges and strategies

Topic 2: Selection and hiring

Topic 3: Investment in skills

Topic 4: Managing turnover

Topic 5: Compensation

Topic 6: Seniority pay and incentives

Topic 7: Design of the job position

Topic 8: Managing diversity

Topic 9: International human resources management

## 4. Assessment

### 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 4 on this test	70%	Recoverable. New written test	70%	General and specific
Delivery of short assignments related to class activities	Score from 0 to 10	30%	Recoverable. Delivery of a new assignment	30%	General and specific

## 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”.  
Material for analysis and thinking can be found in “Aula Global”  
Homework will be delivered via aula global

## 6. Methodology

We combine theory and practice in the class.

In the theoretical part we expose the theoretical tools for the human resources practices analysis. In the practice part, we discuss case studies and discussion questions and the questions of the homework.

## **7. Schedule**

### **Week 1**

Course presentation

### **Week 2**

HR Challenges and strategies

### **Week 3**

Selection and hiring

### **Week 4**

Investment in skills

### **Week 5**

Managing turnover

### **Week 6**

Compensation

### **Week 7**

Seniority pay and incentives

### **Week 8**

Design of the job position

### **Week 9**

Managing diversity

### **Week 10**

International human resources management

### **Week 11**

Exam