

# Human Resources I (21851)

**Program:** Ciencias empresariales-management

**Class year:** 2nd

**Trimester:** 3rd

**Number of ECTS credits:** 5

**Language:** Spanish

**Professor:** Marco A. Barrenechea Méndez

## 1. Course description

This course applies economic theory to problems of human resources in companies. It provides a framework for analyzing the most important topics of human resources from an economic perspective. In this sense, this course has to be understood as a complement to the traditional approach (which relies on a multidisciplinary perspective – sociology, psychology and management) to study human resources problems in firms. In specific, we will study the following topics: Hiring, Investment in skills, Managing turnover, Compensation, Promotions, Seniority pay and incentives, and Job design. The course complements the theory with case studies, discussion questions, exercises, and a review of tools for human resources management.

## 2. Competences

### General

G1, G2, G3, G4, G7, G8, G9, G10, G11, G13, G16 (established in “la memoria para la solicitud de verificación de títulos oficiales”)

## 3. Content

- ✓ Human resources challenges and strategies
- ✓ Hiring
- ✓ Investment in skills
- ✓ Managing turnover
- ✓ Compensation (fix salaries, pay for performance, efficiency salaries and benefits)
- ✓ Promotions
- ✓ Seniority pay and incentives
- ✓ Organization design

## 4. Assessment

### 4.1. Assessment System

Overall Evaluation System

Activity	Criteria	% final grade	Criterion remedial exam	% final grade (remedial exam)	Competences assessed
Written test	Test score from 0 to 10. To approve the subject it is necessary to obtain an score above 4 on this test.  To approve the subject it is necessary to obtain an score above 5 in average (written exam and practice meetings)	70%	Recoverable. New written test	70%	G1, G2, G3, G4, G7, G8, G9, G10, G11, G13, G16
Academic work in the practice meetings	Score from 0 to 10.	20%	Recoverable. Delivery of a new assignment	20%	G1, G2, G3, G4, G7, G8, G9, G10, G11, G13, G16
Participation in practice meetings	Score from 0 to 10.	10%	No recoverable.		G1, G2, G3, G4, G7, G8, G9, G10, G11, G13, G16
Students participating in an exchange program must contact the professor directly					

## 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. 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**

Lazear, E.P., Gibbs, M. "Personnel Economics in Practice, Wiley, 2009 (economía de los recursos humanos en la práctica)

Lazear, E.P., Oyer, Paul (2009). "Personnel economics," Working paper, Stanford University

Lazear, E.P. (2000) "Performance pay and Productivity," The American Economic Review, 90(5): 1346-1361

## **5.2. Additional reading**

Baron, J.N., and D.M. Kreps, Strategic Human Resources, Wiley, 1999

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

## **5.3. Resources**

PowerPoint slides can be found in "Aula Global"

Material for practice sessions can be found in "Aula Global"

## **6. Methodology**

The course combines theory classes and practical sessions. Theory classes are seminal and taught twice a week in sessions of an hour and half. These classes present theoretical analysis tools for human resource problems. In practice sessions, taught once a week in sessions of one hour and a half, the theory is applied to specific cases. Students' participation is essential.