

1. OVERVIEW

Subject Area	PEOPLE MANAGEMENT
Degree	BACHELOR'S DEGREE IN LAW
School/Faculty	SOCIAL SCIENCES
Year	FOURTH
ECTS	6
Type	OPTIONAL
Language(s)	SPANISH
Delivery Mode	ON CAMPUS
Semester	SEMESTER 1

2. INTRODUCTION

The overall aim of the subject area 'People Management' is to introduce students to concepts related to Human Resources departments in companies and organisations: their purpose, structure and areas of action.

A key part of a Law graduate's training is learning how to lead work teams, select talent and ensure teams remain highly motivated in a work setting that involves a lot of pressure and social responsibility. Whether as a manager or as a team manager, it is important to know the trends in people management, understand how to handle the workload, manage diversity, and how to plan selection, training and motivation processes in the companies/organisations in which you develop your professional career.

3. SKILLS AND LEARNING OUTCOMES

Basic skills (CB, by the acronym in Spanish):

- CB1: Students have demonstrated possession and understanding of knowledge in a study area that builds on general secondary education, and is typically at a level that, while supported by advanced textbooks, also includes aspects that involve knowledge from the forefront of their field of study.
- CB2: Students can apply their knowledge to their work professionally and possess the necessary skills, usually demonstrated by forming and defending opinions, as well as resolving problems within their study area.
- CB3: Students have the ability to gather and interpret relevant information (usually within their

study area) to form opinions which include reflecting on relevant social, scientific or ethical matters.

- CB4: Students can communicate information, ideas, problems and solutions to both specialist and non-specialist audiences.
- CB5: Students have developed the learning skills necessary to undertake further study in much more independent manner.

Cross-curricular skills (CT, as per the Spanish acronym):

- CT01 - Responsibility: Students should be able to accept the consequences of and take responsibility for their own actions.
- CT02: Self-confidence: Students should be able to act with confidence and with sufficient motivation to achieve their objectives.
- CT04 - Communication skills: Students should be able to effectively express concepts and ideas, as well as possess clear and concise written communication skills and effective public speaking skills.
- CT05: Interpersonal understanding: Students should be able to actively listen for the purpose of reaching agreements, using an assertive communication style.
- CT06: Flexibility: Students should be able to adapt and work in different and varied situations with different people. This involves assessing and understanding different positions and adapting their own approach according to the situation.
- CT07: Teamwork: Students should be able to actively participate in achieving a common objective by listening, respecting and valuing the ideas and proposals of the other members of their team.
- CT08: Initiative: Students should be able to respond proactively to situations that emerge, proposing solutions or alternatives.

Specific skills (CE, as per the Spanish acronym):

- CE10: Contribute towards the maintenance and functioning of employment relations.

Learning outcomes (RA, as per the Spanish acronym):

- RA1: Understanding of concepts related to people management, human resources and diversity management.
- RA2: Design of a company's organisational structure: organisational chart, functions, job descriptions.
- RA3: Design of a selection process.
- RA4: Creation of a training/professional development plan.
- RA5: Creation of a motivation plan.
- RA6: Understanding of concepts related to workplace relationships and conflicts.
- RA7: Knowledge of the different forms of social dialogue.
- RA8. Analysis and decision-making in a labour negotiation process.

The following table shows how the skills developed in the course match up with the intended learning outcomes:

Skills	Learning outcomes
CB1; CB2; CB3; CB4; CB5; CT06; CE7; CE6; CE8; CE9	RA1: Understanding of concepts related to people management, human resources and diversity management.
CB1; CB2; CB3; CB5; CE8; CE9	RA2: Design of a company's organisational structure: organisational chart, functions, job descriptions.
CB1; CB2; CB3; CB5; CE2; CE6; CT7; CE8; CE9; CE11	RA3: Design of a selection process.
CB1; CB2; CB3; CB5; CE2; CE6; CT7; CE8; CE9; CE11	RA4: Creation of a training/professional development plan.
CB1; CB2; CB3; CB5; CE2; CE6; CT7; CE8; CE9; CE11	RA5: Creation of a motivation plan.
CT07; CT8; CB1; CB2; CB3; CE10	RA6: Understanding of concepts related to workplace relationships and conflicts.
CB1; CB2; CB3; CB4; CB5; CT06; CE2;	RA7: Knowledge of the different forms of social dialogue.
CB1; CB2; CB3; CB4; CB5; CT06; CE10	RA8. Analysis and decision-making in a labour negotiation process.

4. CONTENTS

- Unit 1. People management in the 21st century: Strategic management, evolution of the HR department; diversity management, CSR.
- Unit 2. Organisational design and HR planning.
- Unit 3. Recruitment, selection and onboarding process.
- Unit 4. Training and career development
- Unit 5. Motivation within the company.
- Unit 6. Social dialogue and negotiation skills

5. TEACHING/LEARNING METHODS

The types of teaching/learning methods are as follows:

- Case studies

- Collaborative learning
- Problem-based learning
- Lecture
- Mock scenarios

6. LEARNING ACTIVITIES

The types of learning activities, plus the amount of time spent on each activity, are as follows:

On-campus:

Learning activity	Number of hours
Lectures	25 h
Learn and use the appropriate terminology through spoken and written exercises.	25 h
Research and project proposal design in different areas of HR.	25 h
Acquire basic knowledge of disciplines that support legal sciences (concepts of sociology, political science, economics).	25h
Autonomous learning	25 h
Academic tutorials	12.5
Case studies	25
Active and informed participation in group activities in the classroom.	12.5
TOTAL	150

7. ASSESSMENT

The assessment methods, plus their weighting in the final grade for the course, are as follows:

On-campus:

Assessment system	Weighting
Essays and reports: Completion of group reports or projects	30%
Practical exercises: Solving case studies based on interpretation of explanations.	20%
Presentations	10%

Knowledge tests	40%
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On the Virtual Campus, when you open the subject area, you can see all the details of your assessment activities, including the deadlines and assessment procedures for each activity.

8. BIBLIOGRAPHY

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- Cheese, P. et Al (2008) *La organización basada en el talento*, Madrid, Pearson Education.
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- Moldes Farelo, R.(2012) “De la Gestión de RRHH a la Dirección de Personas”. Ed. Tirant lo Blanch, 1ª Ed. Valencia,
- Peters, T. (2002), *La formación y la empresa del III Milenio*, Madrid, Nowtilus gestión.
- Vázquez, Suarez, I. Y Sánchez Gómez (2019). *Gestión de Recursos Humanos para la Pyme*. Madrid, Pirámide

9. PLAGIARISM RULES

In line with the disciplinary rules for students of Universidad Europea:

- Plagiarism of all or part of any kind of intellectual work is considered a serious offence.
- Any student who commits the serious offence of plagiarism or cheating to pass an assessment test shall be disqualified from the corresponding exam(s), with the offence and reason for disqualification appearing on their academic record.