Universida_{de}Vigo

Subject Guide 2022 / 2023

IDENTIFYING DATA Horizontal competencies and talent management Subject Horizontal competencies and talent management Code VO4M183/0110 Study Master programme Universitanto en industria 4.0 Descriptors ECTS Credits Choose Year Department Code VO4M183/0110 Study Descriptors ECTS Credits Choose Year Quadm Inguage Galician English Study Statistics Statistics Department Coordinator Peláz Lourido, Gustavo Carlos Cardinator Peláz Cardits Code Statistics Statistis </th <th>711111111</th> <th></th> <th></th> <th></th> <th></th>	711111111				
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How to drive the 4.0 paradigm implementation - Leadership skills and team management	
roadmap in the industry: opportunities, risks, preparation for change. - Digital transition. Establishment, monitoring and contro	l of the Roadmap
Skills needed for change, techniques to support - Entrepreneurship: capabilities for self-employment	
change: design & lean thinking, canvas and start Desgn & Lean Thinking	
up models, disruptive thinking, NLP - Startup Canvas	
- Disruptive Thinking	
- NLP	
Talent management: What is talent and how can - What is talent and how is it interpreted in the digital tra	
its evolution be interpreted? How is it activated, - How is talent activated, maintained and used in the Fac	
maintained and used in the industries of the Future?	tories of the
future?	tories of the
The values in the factory of the future: Social and - The Key Values in the Digital World	tories of the
human responsibility in the evolution towards - Corporate Social Responsibility	tories of the
industry 4.0 Transparency in Business	ctories of the
- Sustainability: environmental and social aspects	ctories of the
	ctories of the
- Just Transition to the new industrial reality	ctories of the
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	Class hours	Hours outside the classroom	Total hours
Case studies	5	7	12
Debate	5	7	12
Seminars	5	5	10
Mentored work	5	19	24
Lecturing	2.5	7	9.5
Objective questions exam	0.5	2	2.5

Presentation	1	3	4	
Systematic observation	1	0	1	
*The information in the planning table is for	guidance only and o	loes not take into account	the heterogeneity of the	students.

Methodologies	
	Description
Case studies	Analysis of an event, issue or actual event in order to know, interpret, solve, generate hypotheses, comparing data, reflect, complete knowledge, diagnose and training in alternative dispute resolution procedures.
Debate	Open discussion between a group of students. You can focus on a topic of subject content, the analysis of a case, the outcome of a project, exercise or problem previously developed a keynote address
Seminars	Activity focused on the work on a specific topic, which allows to deepen or complement the contents of the subject. They can be used as a complement to the theoretical classes.
Mentored work	The student, individually or in groups, prepares a paper on the subject of matter or prepare seminars, research, memoirs, essays, summaries of readings, lectures, etc Generally it is an autonomous activity of the student that includes finding and collecting information, reading and literature management, writing
Lecturing	Presentation by the teacher of the contents on the subject under study, theoretical and / or guidelines for a job, exercise or project to be developed by the student.

Personalized assistance		
Methodologies	Description	
Case studies	To propose a series of cases and situations Develop and provide a script to guide the analysis and focus the points of interest for further discussion (background material) - Correct and provide feedback to students on the process and results of the proposed activities. Even if the activities are carried out autonomously, students will have access for tutoring sessions so that teachers can follow up on the activity.	
Debate	Select topics, energize the debate and evaluate the students. Revise of tests and evaluation activities. Communication of the results (publication of notes and data and/or review procedure). Even if the activities are carried out autonomously, the students will have tutorial sessions at all times so that the teaching staff can monitor the activity.	
Seminars	Preparation of documentation to guide the individual or group development of activities. Dynamization of the session. Even if the activities are carried out autonomously, the students wi have tutorial sessions at all times so that the teachers can monitor the activity.	
Mentored work	Determine or propose the topic of study. Monitoring and evaluating the work, both during the process and the final result. Even if the activities are carried out autonomously, the students will have tutorial sessions at all times so that the teachers can monitor the activity.	
Tests	Description	
Objective questions exam	Individualized attention to students during the tests. Review of the tests and evaluation activities.	
Presentation	Preparation of evaluation activities and evaluation criteria/indicators Review of evidence and evaluation activities. Communication of results (publication of notes and data and/or review procedure). Even if the activities are carried out autonomously, the students will have tutorial sessions at all times so that the teaching staff can monitor the activity.	
Systematic observation	Preparation of a list of aspects to be evaluated. Observation of the students.	

Assessment				
	Description	Qualification	Training au Learning Results	
Debate	Open talk among a group of students. Can be focused on a subject of the contents of the subject, on the analysis of a case, on the result of a project, exercise or problem previously developed in a master session In the discussion, knowledge, skills and attitudes are evaluated. Objectives: To evaluate higher thinking (analysis and synthesis).			

Mentored work	 The students, individually or in groups, carry out activities, which can be Monographic works, search for information in publications, databases, articles, books on a specific topic. Preparation of seminars, research, reports, essays, conferences, etc. Reviews of current scientific articles. Projects (design and development of projects). Objectives: Acquire and consolidate knowledge Evaluate knowledge. Developing transversal skills and competences 	15	A1 B1 C33 D1 A2 B4 C34 D2 A4 B5 D3 B7
Objective questions exam	Tests that evaluate knowledge that include closed questions with different answer alternatives (true/false, multiple choice, matching of elements). Students select an answer from a limited number of possibilities (preferably four) with a reduction for failure of a value equal to the percentage of success (-0.25 pts. in the case of four possible answers, if the value of the question was 1 pt). The test of objective questions only evaluates knowledge. It does not evaluate skills or attitudes. It evaluates thinking skills inferior. It assesses knowledge, understanding and application.	20	A1 B2 C33 A2 B4 A3
Presentation	Exposure by the students to the teacher and/or a group of students of an aspect of the subject's contents or results of a work, exercise, project You can carry out individually or in a group. In the presentation, knowledge, skills and attitudes are evaluated. The objectives are to evaluate higher thinking (analysis and synthesis).	17	
Systematic observation	Careful, rational, planned and systematic perception to describe and record the manifestations of student behaviour. It is possible to assess learning and actions and how they are carried out valuing order, precision, dexterity, efficiency The aim is to evaluate higher thinking.	30	A1 B1 C33 D1 A2 B3 C34 D2 A3 B7 D3 A4 D4

Other comments on the Evaluation

Students who do not pass the subject in continuous training at the first opportunity of each academic year, in which the distribution of evaluation weights is as stablished above, will have the possibility of having an exam of objective questions, worth 100% of the final mark, in successive calls that are not the first opportunity of each academic year.

Ethical commitment: Students are expected to behave ethically. If unethical behaviour is detected (copying, plagiarism, use of unauthorised electronic devices,...), the student will be considered to be ineligible to pass the subject. Depending on the type of unethical behaviour detected, it could be concluded that the student has not reached the necessary skills to overcome the subject. Students are expected to behave in a respectful and dignified manner and to collaborate with the teaching system, teaching staff, coordination and administrative and services personnel of the Master's degree. Any question due to the lack of ethical and dignified behaviour of the student body may have repercussions on the evaluation of the subject.

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Recommendations