



## IDENTIFYING DATA

### Management of People: Organization and Functions

Subject	Management of People: Organization and Functions			
Code	P07G092V01205			
Study programme	Grado en Dirección y Gestión Pública			
Descriptors	ECTS Credits	Choose	Year	Quadmester
	6	Mandatory	2nd	1st
Teaching language	#EnglishFriendly Spanish Galician			
Department				
Coordinator	García-Pintos Escuder, Adela			
Lecturers	García-Pintos Escuder, Adela			
E-mail	adelagpe@uvigo.es			
Web				
General description	<p>A greater worry by the best use of the public funds as well as a greater orientation of the public organisations to the service and the citizen, indicate the every time greater presence of technicians of management of human resources, that inspired by the private sector apply in the public organisations.</p> <p>The changes have consisted especially in the awareness that the practices in matter of employment and of rewards, the methods of work, the results and the attitude of the personnel, as well as the other appearances of the management of human resources, influence directly in the efficiency and efficiency of the public organisations.</p> <p>Thus the program that to continuation presents pretends to contribute, or at least present, the instruments that can apply in this type of organisations.</p> <p>English Friendly subject: International students may request from the teachers: a) resources and bibliographic references in English, b) tutoring sessions in English, c) exams and assessments in English.</p>			

## Training and Learning Results

Code	
A1	Students will have shown they have sufficient knowledge and understanding of an area of study, starting after completion of general secondary education, and normally reaching a level of proficiency that, being mostly based on advanced textbooks, will also include familiarity with some cutting-edge developments within the relevant field of study.
A2	Students will be able to apply their knowledge and skills in their professional practice or vocation and they will show they have the required expertise through the construction and discussion of arguments and the resolution of problems within the relevant area of study.
A3	Students will be able to gather and interpret relevant data (normally within their field of study) that will allow them to have a reflection-based considered opinion on important issues of social, scientific and ethical nature.
A4	Students will be able to present information, ideas, problems and solutions both to specialist and non-specialist audiences.
A5	That students have developed those learning skills needed to undertake further studies with a high degree of autonomy.
B1	Analysis, synthesis, problem-solving, decision-making, information- and time-management skills.
B2	Organizing and planning their own professional careers in the best possible way
B4	Commitment to ethical values and public service vocation.
B5	Critical thinking skills.
B6	To put their knowledge on public management and administration into practice.
C7	To design and implement mechanisms for the management of human resources in organizations.

- D1 To identify the meaning of, and to put into practice, gender perspectives in the different areas of knowledge and in one's professional practice, with the aim of contributing to the achievement of fairness and equality in society at large.
- D2 To be able to communicate, both orally and in writing, in the two official languages (Spanish and Galician) and in a foreign language.
- D4 To master the specific ICT techniques in their respective academic and professional fields.
- D5 To acquire independent learning skills.
- D6 Ability to adapt to new situations.

### Expected results from this subject

Expected results from this subject	Training and Learning Results
Students will be able to apply their knowledge and skills in their professional practice or vocation and they will show they have the required expertise through the construction and discussion of arguments and the resolution of problems within the relevant area of study	A1 A2
Students will be able to gather and interpret relevant data (normally within their field of study) that will allow them to have a reflection-based considered opinion on important issues of social, scientific and ethical nature.	A1 A3
Students will be able to present information, ideas, problems and solutions both to specialist and non-specialist audiences.	A1 A4
Students will acquire the learning skills that are required to pursue further studies with a high degree of independence.	A1 A5
Analysis, synthesis, problem-solving, decision-making, information- and time-management skills.	B1
Organizing and planning their own professional careers in the best possible way	B2
Commitment to ethical values and public service vocation.	B4
Critical thinking skills.	B5
To put their knowledge on public management and administration into practice.	B6
To design and implement mechanisms for the management of human resources in organizations.	C7
To identify the meaning of, and to put into practice, gender perspectives in the different areas of knowledge and in one's professional practice, with the aim of contributing to the achievement of fairness and equality in society at large.	D1
To be able to communicate, both orally and in writing, in the two official languages (Spanish and Galician) and in a foreign language.	D2
To master the specific ICT techniques in their respective academic and professional fields.	D4
To acquire independent learning skills.	D5
Ability to adapt to new situations.	D6

### Contents

Topic	
1. Strategic management of human resources	1.1. Introduction 1.2. Importance of the strategic management of human resources 1.3. Evolution of the strategic management of human resources 1.4. Strategic management of human resources: steps
2. Analysis and description of work	2.1. Introduction 2.2. Analysis and description of work 2.3. Plan of performance for the analysis and description of work 2.4. How obtain the information of work? 2.5. Description of work 2.6. Specifications of work 2.7. Main utilities
3. Human resources planning	3.1. Introduction 3.2. Optimisation of the staff 3.3. Process of strategic planning of human resources 3.4. Flexibility in the place of work
4. Contracting of personnel	4.1. Introduction 4.2. Recruitment 4.2. Selection of personnel 4.3. Process of integration: socialisation
5. Professional careers planning	5.1. Introduction 5.2. Process of professional careers planning
6. Assessment of work	6.1. Introduction 6.2. Aims 6.3. Technicians of assessment of work

7. Performance management	7.1. Introduction 7.2. Phases of the performances management and evaluation system 7.3. Participants in the process 7.4. Technicians of performance evaluation 7.5. Biases 7.6. Performance management
8. Reward management	8.1. Introduction 8.2. General principles of reward management 8.3. Aims of reward management 8.4. Reward management design
9. Training management	9.1 Introduction 9.2. Basic principles of training 9.3. Types of training 9.4. Training planning

### Planning

	Class hours	Hours outside the classroom	Total hours
Lecturing	30	40	70
Case studies	15	20	35
Self-assessment	0	6	6
Objective questions exam	1	12	13
Objective questions exam	1	12	13
Objective questions exam	1	12	13

\*The information in the planning table is for guidance only and does not take into account the heterogeneity of the students.

### Methodologies

	Description
Lecturing	The professor will expose the contents of the subject of personnel management that are included in the contents of this subject.
Case studies	Students will develop exercises or case studies under the guidelines and supervision of the professor.

### Personalized assistance

Methodologies	Description
Lecturing	Students will be able to solve doubts in relation to any aspect of the subject, as well as attention to their needs and queries related to the study and/or topics related to the discipline, providing guidance, support and motivation in the learning process. These personalised attention will be held in office 204 of the Faculty of Public Administration and Management. The schedule of the personalised attention can be consulted in the following link: <a href="https://www.uvigo.gal/es/universidad/administracion-personal/pdi/adela-garcia-pintos-escuder">https://www.uvigo.gal/es/universidad/administracion-personal/pdi/adela-garcia-pintos-escuder</a>
Case studies	Personalised attention to the students in schedule of personal attention for the resolution of their doubts.

Tests	Description
Objective questions exam	Personalised attention to the students in schedule of personal attention for the resolution of their doubts.
Self-assessment	Personalised attention to the students in schedule of personal attention for the resolution of their doubts.
Objective questions exam	Personalised attention to the students in schedule of personal attention for the resolution of their doubts.
Objective questions exam	Personalised attention to the students in schedule of personal attention for the resolution of their doubts.

### Assessment

	Description	Qualification	Training and Learning Results
Self-assessment	Activities of self-assessment programmed in the Moovi.	10	A1 B1 C7 D1 A2 B4 D4 A3 B6 D5 A4 D6 A5

Objective questions exam	Short answer and/or multiple choice test that will be conducted during the course. The date will be communicated through Moovi and will take place during class hours	30	A1 A2 A3 A4 A5	B1 B2 B4 B5 B6	C7	D1 D2 D4 D6
Objective questions exam	Short answer and/or multiple choice test that will be conducted during the course. The date will be communicated through Moovi and will take place during class hours	30	A1 A2 A3 A4 A5	B1 B2 B4 B5 B6	C7	D1 D2 D4 D6
Objective questions exam	Short answer and/or multiple choice test that will be conducted at the end of the course.	30	A1 A2 A3 A4 A5	B1 B2 B4 B5 B6	C7	D1 D2 D4 D6

---

### Other comments on the Evaluation

#### EVALUATION MODALITY CHOICE

Students may choose to be evaluated through the continuous evaluation system, or alternatively opt for Global Evaluation. The default evaluation is continuous evaluation. The students will be able to choose the global evaluation according to the procedure and the term established by the center. Choosing a global assessment implies waiving the right to continue evaluating through the remaining continuous assessment activities and the qualification obtained up to that moment in any of the tests that have already taken place.

---

#### CONTINUOUS EVALUATION

This is the evaluation system applied to students unless they expressly opt out of continuous assessment.

The following tests will be carried out throughout the course:

- **Self-assessment (10%):** These are various self-assessment activities scheduled on the Moovi platform for each of the topics in the subject.
- **Objective Questions Exam 1 (30%):** It will be held during the semester. It will be done during class hours. The date will be communicated through Moovi.
- **Objective Questions Exam 2 (30%):** It will be held during the semester. It will be done during class hours. The date will be communicated through Moovi.
- **Objective Questions Exam 3 (30%):** It will be held on the same day as the official date of the first opportunity global evaluation.

#### 2nd opportunity

In the second evaluation opportunity, there will be a single exam that may include short answer questions or a multiple-choice questionnaire. The maximum score that can be obtained in this exam is 10 points.

The scores from the self-assessment activities and the various tests carried out throughout the course will not be taken into account.

The exam will be held on the same day as the official date of the second opportunity global evaluation.

---

#### GLOBAL EVALUATION

In case of express renunciation of continuous assessment, the students will be evaluated through a single exam that will be 100% of the subject's grade.

The dates and times of the global assessment tests (first and second chance) are those specified in the assessment test calendar approved by the Faculty Board for the 2024/25 academic year.

In case of conflict or disparity between exam dates, those published on the Faculty website <http://webfdxp.webs.uvigo.es/gl/docencia/exames/> will prevail.

---

## NOT PRESENTED

Students who do not participate in the continuous evaluation or the global evaluation will appear in the minutes as "not presented".

---

## NEXT COURSES

If the subject is not passed in the 2024-25 academic year, the student must take it again, adapting to the teaching guide that is in force for the academic year in question and, therefore, will not retain any of the grades obtained in the present course.

---

## RECOMMENDATIONS

The information on the evaluation exams, their format, length, evaluation rubric and delivery channels will be detailed through the Moovi platform. It is the responsibility of the student or student to be attentive to the information uploaded and collect the specific and complementary information that is necessary to pass the subject.

Students are recommended to take into account Title VII (On the use of illegal means), of the Regulations on the Evaluation, qualification and quality of teaching and the student learning process:

<https://secretaria.uvigo.gal/uv/web/regulations/public/show/565>

---

---

### Sources of information

#### Basic Bibliography

GOMEZ-MEJIA, L. R., BALKIN, D. B. y CARDY, R. L., **Gestión de recursos humanos.**, Prentice-Hall, 2019

GOMEZ-MEJIA, L. R., BALKIN, D. B. y CARDY, R. L., **Managing Human Resources**, 7, Pearson, 2013

Fernández Sánchez, E. y Junquera Cimadevilla, B., **Iniciación a los recursos humanos.**, Septem Ediciomes, 2013

#### Complementary Bibliography

DELGADO, M. I.; GÓMEZ, L.; ROMERO, A. M. y VÁZQUEZ, E, **Gestión de recursos humanos del análisis teórico a la solución práctica**, Pearson, 2006

Rubió Sanchez, T., **Recursos humanos: dirección y gestión de personas en las organizaciones.**, Ediciones Octaedro, SL., 2016

SILVA GONZÁLEZ, M.M. et al., **Las Relaciones humanas en la empresa**, Paraninfo, 2008

Velando Rodríguez, M. Elena, **Manual Práctico de Planificación de Necesidades de Recursos Humanos : ejercicios comentados de planificación cuantitativa de corto y largo plazo**, 2020

Hatry, George, **Gestión de RRHH 2.0 : la revolución de la inteligencia artificial en la gestión de los recursos humanos de las empresas**, Torrazza Piemonte TO, Italy, 2024

---

### Recommendations

#### Subjects that continue the syllabus

Management of People: Organization and Functions/P07G092V01205

---

### Other comments

The information on the evaluation exams, their format, length, evaluation rubric and delivery channels will be detailed through the Moovi platform. It is the responsibility of the student or student to be attentive to the information uploaded and collect the specific and complementary information that is necessary to pass the subject.

Students are recommended to take into account Title VII (On the use of illegal means), of the Regulations on the Evaluation, qualification and quality of teaching and the student learning process:

<https://secretaria.uvigo.gal/uv/web/regulations/public/show/565>

It will be a necessary requirement for the development of the subject that the teaching staff of the same can have an updated PHOTOGRAPH of the students that must be uploaded to the platform at the beginning of the course, and always before September 30.

---

The sole purpose of processing this data is so that the subject's teachers can verify the identity of the students enrolled in it. The basis of legitimacy for the treatment of this data is carried out in application of the provisions of article 6.1y) of the RXPD in which the treatment is necessary for the exercise of public powers conferred on the person responsible for the treatment based on article 9 of the Law 39/2015, of October 1, of the common administrative procedure of public administrations and in article 25.7 of RD 1791/2010, of December 30, for which the University Student Statute is approved. Access to the image and personal data of the students is only allowed to the teaching staff of each subject to carry out the academic activities indicated in this teaching guide and they will not be used or disclosed for any other purpose, having to observe the corresponding duty of confidentiality of the same.

More information: <https://www.uvigo.gal/proteccion-datos>

---