



IDENTIFYING DATA

Management of Human Resources: Lists of Posts and Multilevel Public-Sector Job Offers

Subject	Management of Human Resources: Lists of Posts and Multilevel Public-Sector Job Offers			
Code	P07G095V01206			
Study programme	Grado en Dirección y Gestión Pública			
Descriptors	ECTS Credits	Choose	Year	Quadmester
	6	Mandatory	2nd	2nd
Teaching language	#EnglishFriendly Spanish Galician			
Department				
Coordinator	Briones Gamarra, Óscar			
Lecturers	Briones Gamarra, Óscar			
E-mail	oscarbriones@uvigo.es			
Web	http://blogdobri.blogspot.com			
General description	Subject devoted to the understanding of the systems of management of human resources in the Public Administrations, so much in Spain how in the rest of the world. You will learn the main models, the rules that get context to the model of management and the main subsystem of the management of human resources.			

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	Students will acquire the learning skills that are required to pursue further studies with a high degree of independence.
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.
B3	Ability to work in teams and in multidisciplinary environments.
B4	Commitment to ethical values and public service vocation.
B5	Critical thinking skills.
C5	To describe the structure, organization and functioning of multi-level Public Administrations, analyzing their relationship with the citizenry.
C6	To apply the knowledge relating to administration planning and management in the best interests of good governance.
C7	To design and implement mechanisms for the management of human resources in organizations.
C15	To be familiar with the consequences that the decisions made by and the actions performed by civil servants can have for citizens and for society at large, especially the solution of ethical and moral issues within the area of public management and administration.
C16	To develop the ability to solve complex institutional problems.
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 To acquire independent learning skills.

Expected results from this subject

Expected results from this subject	Training and Learning Results			
New	A1	B1	C5	D1
	A2	B2	C6	D2
	A3	B3	C7	D4
	A4	B4	C15	D5
	A5	B5	C16	D6

Contents

Topic	
1. Administrative political traditions and management of people in the public organisations	1.1. The Bureaucratic model 1.2. The Public Administration how instrument of execution of the public politics 1.3. The incidence of the new public management
2. Models of public employment	2.1. The model of career 2.2. The model of employment
3. Public function in perspective compared	3.1. European perspective 3.2. Global trends
4. Public function in Spain	4.1. The model consolidated 4.2. In front of a possible change of paradigm
5. Strategic planning of Human Resources	5.1. Global perspective 5.2. Instruments of planning
6. Instruments of estructural support	6.1. Instruments of detection of needs 6.2. The organic estructure 6.3. The relations of places of work 6.4. Description and catalogue of places 6.5. The Offers of employment how final result
7. The main subsystems of management of the public employment	7.1. Selection, recruitment, and career 7.2. Organisation of the procedures of work 7.3. The collective negotiation 7.4. Training and updating 7.5. Control and evaluation 7.6. Organisational culture
8. Challenges and trends in the management of people in the public sector	8.1. Current and future employments 8.2. New trends of organisation and changes in the processes of work

Planning

	Class hours	Hours outside the classroom	Total hours
Lecturing	14	18	32
Autonomous problem solving	32	0	32
Case studies	0	48	48
Discussion Forum	0	36	36
Objective questions exam	2	0	2

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

Methodologies

	Description
Lecturing	Kind of explanation of the contained of the subject and clarifications that are necessary of dynamic form
Autonomous problem solving	Activity in the that formulate exercises and activities to resolve for the students
Case studies	The students will analyze, low the guidelines of the professor, the real cases proposed and the possible proposals of improvement
Discussion Forum	Geared methodology to the put in common of news, academic articles, programs or experiences close of the students around the management of human resources and the public employment in general

Personalized assistance

Methodologies	Description
---------------	-------------

Lecturing	Resolution of doubts of way customized. This dynamics foresees by digital means such as the email, the virtual attention or the telephonic attention. Nonetheless, if the students it accurate and the situation allows it, will be able to offered this attention of presential way
Autonomous problem solving	Resolution of doubts of way customized. This dynamics foresees by digital means such as the email, the virtual attention or the telephonic attention. Nonetheless, if the students it accurate and the situation allows it, will be able to offered this attention of presential way
Case studies	Resolution of doubts of way customized. This dynamics foresees by digital means such as the email, the virtual attention or the telephonic attention. Nonetheless, if the students it accurate and the situation allows it, will be able to offered this attention of presential way
Discussion Forum	Resolution of doubts of way customized. This dynamics foresees by digital means such as the email, the virtual attention or the telephonic attention. Nonetheless, if the students it accurate and the situation allows it, will be able to offered this attention of presential way

Assessment

	Description	Qualification	Training and Learning Results		
Lecturing	In this methodology associates how evidence of the work of the students his good disposal to take part debate us that of natural way or scheduled arise in kind	10	A1 A2 A3 A4 A5	C7 C15	D2
Autonomous problem solving	In this item the students showed his capacity of resolution envelope the problems of management of human resources proposed	15	A3 A4	B1 B2 B4 C6 C7 C15 C16	D6
Case studies	It Will value the execution of the practical envelope the case proposed, with elements such as it good editorial, the explanatory capacity or the innovation.	20	A3 A5	B2 B3 B5 C7 C15 C16	D5 D6
Discussion Forum	Participation in the forums of discussion, realizing a global evaluation of the participations of the students.	15	A3		
Objective questions exam	Examination of objective questions type test with multiple choice.	40	A1	C5 C6 C7 C16	

Other comments on the Evaluation

The evaluation systems will be divided into two large groups or modalities: continuous evaluation methodologies and global evaluation methodologies.

The student body will have the right to choose the type of system with which it will be evaluated, by default it will be understood that it accepts the continuous evaluation system, without prejudice to the duty to set global evaluation tests, as an alternative and always within the same opportunity of evaluation available to students who renounce continuous evaluation.

The final grade for the course (for the first and second opportunity) will be the sum of the grade obtained in the continuous assessment tests carried out throughout the semester (with a weighting of 60% of the total) and the grade obtained in a last test that will coincide with the date of the global evaluation in the first opportunity (with a weighting of 40% of the total).

The exams will be held on the official exam date for each evaluation opportunity provided in the academic calendar.

In both cases, the student body, both in continuous and *global evaluation, the student body has the right to get 100 of the score.

The exam is configured as a final activity of the continuous assessment.

As can be seen in the methodology of the master class, class attendance and active participation from a critical spirit and calm debate with classmates will be valued.

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 always be uploaded before September 30, respecting the data processing regulations based on article 9 of the Law. 39/2015, of October 1 of the 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.

Sources of information

Basic Bibliography

BRIONES GAMARRA, OSCAR, **Factores determinantes en la construcción de la función de recursos humanos autonómica**, 1, INAP, 2014

VILLORIA MENDIETA, MANUEL Y DEL PINO ELOISA, **MANUAL DE GESTIÓN DE RECURSOS HUMANOS EN LAS ADMINISTRACIONES PÚBLICAS**, TECNOS, 2000

Complementary Bibliography

ARENILLA SAÉZ, M., **La vigencia de los modelos de gestión de recursos humanos en las Administraciones públicas**, REVISTA PRESUPUESTO Y GASTO PÚBLICO, 2005

BAZ VICENTE, RUBÉN, **La selección de los directivos públicos en atención al mérito profesional**, GESTIÓN Y ANÁLISIS DE POLÍTICAS PÚBLICAS, 2015

BRIONES GAMARRA, OSCAR, **BLOGDOBRI@BLOGSPOT.COM**, 2021

BOUZAS LORENZO, RAMÓN, **GESTIÓN DE RECURSOS HUMANOS EN LA XUNTA DE GALICIA**, REVISTA DE LA FACULTAD DE CIENCIAS POLÍTICAS USC, 1999

LINS DE LESSA CARVAHO, F., **La función pública en el mundo**, ARS IURIS SALMANTICENCIS, 2019

RAMÍO MATAS, CARLES, **ORGANIZACIÓN DE LA GESTIÓN PÚBLICA**, TECNOS, 2000

SALVADOR SERNA, MIQUEL, **¿Nuevas tendencias en gestión de recursos humanos en las administraciones públicas: ¿están cambiando las reglas del juego?**,

VARELA ALVAREZ, ENRIQUE, **FORMACIÓN DIRECTIVA**, EGAP, 2013

Recommendations