

[MHJ203] PEOPLE MANAGEMENT

GENERAL INFORMATION

Studies	UNIVERSITY MASTER IN INDUSTRIAL ENGINEERING	Subject	?
Semester	2	Course	1
Character	COMPULSORY	Mention / Field of specialisation	
Plan	2022	Modality	Face-to-face
Credits	3	Hours/week	1.78
		Language	CASTELLANO/EUSKARA
		Total hours	32 class hours + 43 non-class hours = 75 total hours

PROFESSORS

ZENIGAONAINDIA MURUAMENDIARAZ, NEREA
AZPI-DULANTO, EDUARDO
AZPI-LOPEZ CANAS, ROBERTO

REQUIRED PREVIOUS KNOWLEDGE

Subjects	Knowledge
(No specific previous subjects required)	(No previous knowledge required)

LEARNING RESULTS

LEARNING RESULTS	KC	SK	AB	ECTS
MHRA09 - To demonstrate the ability to organize and direct companies		x		0,6
MHRA14 - To demonstrate abilities to organize work and manage human resources. Demonstrate knowledge about occupational risk prevention		x		1,8
MHRA27 - To demonstrate the ability to integrate knowledge and face the complexity of formulating judgments based on information that, being incomplete or limited, includes reflections on the social, health and safety, environmental, economic and industrial implications and responsibilities		x		0,24
MHRA28 - To communicate your conclusions and the knowledge and ultimate reasons that support them to specialized and non-specialized audiences in a clear and unambiguous way		x		0,16
MHRA30 - To work with people, involving and directing them in a dynamic aimed at a common objective that includes reflection on their ethical and social responsibility, with a global vision of the work to be carried out and the characteristics that it requires (quality, deadlines,...), assuming responsibility for the decisions made		x		0,2
Total:				3

KC: Knowledge or Content / SK: Skills / AB: Abilities

ENAE LEARNING RESULTS

ENAE LEARNING RESULTS	ECTS
ENA124 - Knowledge and comprehension: Deep knowledge and comprehension of the engineering disciplines of their speciality, at the level necessary to acquire the rest of the competencies of the degree.	0,5
ENA131 - Engineering projects: Ability to project, develop and design new complex products (parts, components, finished products, etc.), processes and systems with specifications defined incompletely and/or with conflicts, which require the integration of knowledge from different disciplines, and consider social, health and safety, environmental, economic and industrial aspects; to select and apply the appropriate methodologies or employ creativity to develop new project methodologies.	0,5
ENA135 - Research and innovation: Ability to consult and apply codes of good practices and security in their speciality.	0,5
ENA141 - Practical application of engineering: Ability to apply standards of engineering practice.	0,5
ENA142 - Practical application of engineering: Knowledge and comprehension of the social, health and safety, environmental, economic and industrial implications of engineering practice.	0,5
ENA144 - Preparation of judgements: Ability to integrate knowledge and handle complex concepts and formulate judgements with limited or incomplete information, including reflection on ethical and social responsibility related to the application of their knowledge and opinion.	0,5
Total:	3

SECONDARY LEARNING RESULTS

RMH129 [!] *Conoce las claves para implicar a las personas en la consecución de unos resultados de negocio y garantizar su bienestar, entendiendo los principales componentes del trabajo de los directivos y aplicando las habilidades y herramientas propias de la d*

LEARNING ACTIVITIES	CH	NCH	TH
Development and writing of records, reports, presentations, audiovisual material, etc. on projects/work experience/challenges/case studies/experimental investigations carried out individually and/or in teams	5 h.	10 h.	15 h.
Personal study and flexible development of concepts and subjects using active dynamics, to foster more meaningful learning	4 h.	6 h.	10 h.

Conducting tests, giving presentations, presenting defences, taking examinations and/or doing checkpoints	3 h.		3 h.
Presentation by the teacher in the classroom, in participatory classes, of concepts and procedures associated with the subjects	2 h.	3 h.	5 h.
Seminars, debates and/or workshops to deepen and/or share experiences.	2 h.	3 h.	5 h.
Role-playing games	6 h.	9 h.	15 h.
EVALUATION SYSTEM	W	MAKE-UP MECHANISMS	
Reports on the completion of exercises, case studies, computer exercises, simulation exercises, laboratory exercises, term projects, challenges and problems	20%	Individual written and/or oral tests or individual coding/programming tests	
Presentation and defence of exercises, case studies, computer practical work, simulation practical work, laboratory practical work, term projects, end of degree project, master's thesis, challenges and problems	30%		
Individual written and/or oral tests or individual coding/programming tests	50%		
CH - Class hours: 22 h.			
NCH - Non-class hours: 31 h.			
TH - Total hours: 53 h.			

RMH130 [!] <i>Conoce las obligaciones y responsabilidades que en materia de prevención tienen las organizaciones</i>			
LEARNING ACTIVITIES	CH	NCH	TH
Development and writing of records, reports, presentations, audiovisual material, etc. on projects/work experience/challenges/case studies/experimental investigations carried out individually and/or in teams	4 h.	6 h.	10 h.
Personal study and flexible development of concepts and subjects using active dynamics, to foster more meaningful learning	2 h.	3 h.	5 h.
Presentation by the teacher in the classroom, in participatory classes, of concepts and procedures associated with the subjects	2 h.	3 h.	5 h.
Seminars, debates and/or workshops to deepen and/or share experiences.	2 h.		2 h.
EVALUATION SYSTEM	W	MAKE-UP MECHANISMS	
Reports on the completion of exercises, case studies, computer exercises, simulation exercises, laboratory exercises, term projects, challenges and problems	100%	Individual written and/or oral tests or individual coding/programming tests	
CH - Class hours: 10 h.			
NCH - Non-class hours: 12 h.			
TH - Total hours: 22 h.			

CONTENTS

01/Introduction: Why is important People Strategic Management?Initial concepts - theoretical basics.02/Motivational theories of the 20th century.In function of what do we decide to motivate ourselves? How do we apply the theory and tools to reality?03/People management systemTo what extent does a people management system influence in the performance of a person? And if so, how does this relationship take place?04/LeadershipAre all leaders the same? the same leaders in different contexts?05/Conflict managementWhat is a conflict? is it a conflict always negative? and what is necessary in a conflict to have a positive effect?06/Occupational risk preventionWhat is occupational risk and how can it be avoided to ensure people's well-being? What are the rights and obligations of workers and employers?

LEARNING RESOURCES AND BIBLIOGRAPHY

Learning resources	Bibliography
Subject notes	Gallup, State of the Global Workplace. New York: NY: GALLUP PRESS, 2020.
Technical articles	Future of people academy. Disponible en https://futureofpeople.academy
Presentations by external Lecturers	
Video projections	

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- Barney, J. (1991). Firm Resources and Sustained Competitive Advantage. *Journal of Management*, 17 (1), 99 – 120 <https://doi.org/10.1177/014920639101700108>
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- Council Directive on the introduction of measures to encourage improvements in the safety and health of workers at work, 89/391/EEC (L 183, 39-VI-89)
- Ministerio de trabajo y de empleo y economía social. Estadísticas de accidentes de trabajo. https://www.mites.gob.es/es/estadisticas/monograficas_anuales/EAT/2021/index.htm accessed 15 Dec 2022
- Ley 31/1995, de 8 de noviembre, de prevención de Riesgos Laborales, Boletín Oficial del Estado, 1995, <https://www.boe.es/eli/es/l/1995/11/08/31/con>
- Real Decreto 39/1997, de 17 de enero, por el que se aprueba el Reglamento de los Servicios de Prevención, Boletín Oficial del Estado, 1997, <https://www.boe.es/eli/es/rd/1997/01/17/39/con>