

[GIK204] PEOPLE MANAGEMENT

GENERAL INFORMATION

Studies	DEGREE IN COMPUTER ENGINEERING		Subject ?
Semester	1	Course	4
Character	OPTIONAL	Mention / Field of specialisation	???
Plan	2017	Modality	Adapted Face-to-face
Credits	4,5	Hours/week	3.75
		Language	EUSKARA
		Total hours	67.5 class hours + 45 non-class hours = 112.5 total hours

PROFESSORS

ZAITEGI GAMIZ, MAITE

REQUIRED PREVIOUS KNOWLEDGE

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

SKILLS

VERIFICA SKILLS

SPECIFIC

GICE02 - To be able to understand the importance of negotiation, effective work habits, leadership and communication skills in all environments of software development

GICE03 - To be able to plan, conceive, develop and manage computer systems, services and projects in all contexts, directing their implementation and continuous improvement and assessing their social and economic impact.

GENERAL

GIGC02 - To be able to manage activities, subject of the projects in the field of computer technologies

GIGC04 - To be able to define, evaluate and select hardware and software platforms for the development and execution of computer systems, services and applications

GIGC05 - To be able to conceive, develop and maintain computer systems, services and applications, using the software engineering methods in order to ensure quality

GIGC07 - To have the knowledge, understanding and ability to apply the laws pertaining to Computer Technology Engineering and manage specifications, standards and regulations of mandatory compliance.

GIGC09 - To be able to take the initiative in problem solving, decision making, autonomy and creativity. To be able to communicate and transmit knowledge, abilities and skills inherent in their work as a Computer Engineering Technician.

GIGC10 - To know how to perform measurements, calculations, valuations, estimates, inspections, studies, reports, task planning schemes and other analogous related activities

GIGC12 - To understand and apply the fundamentals of economics and human resource management, project planning and organisation, legal and regulatory frameworks and standardisation in computer technology projects

BASIC

G_CB3 - To be capable of gathering and interpreting relevant data (normally within their field of study) in order to make judgements, reflecting on relevant matters of a social, scientific or ethical nature

G_CB5 - To have developed learning abilities required to embark on subsequent studies with a high level of autonomy.

LEARNING RESULTS

RG1401 [!] *Definir estrategias para solventar las barreras que interfieren un proceso comunicativo interpersonal.*

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	5,5 h.	5 h.	10,5 h.

Presentation by the teacher in the classroom, in participatory classes, of concepts and procedures associated with the subjects	18 h.	10 h.	28 h.
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Carrying out exercises and solving problems individually and/or in teams	2 h.	1 h.	3 h.
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EVALUATION SYSTEM

	W
Reports on the completion of exercises, case studies, computer exercises, simulation exercises, laboratory exercises, term projects, challenges and problems	60%

Individual written and/or oral tests or individual coding/programming tests	20%
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Observation (technical capacity, attitude and participation)	20%
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Comments: Minimum grade: 5

MAKE-UP MECHANISMS

Written, coding/programming and individual oral tests for the evaluation of technical skills in the field
Comments: Students with less than 5 in the Control point must retake the exam. Control point value will be 25% and retake 75%.

CH - Class hours: 25,5 h.
NCH - Non-class hours: 16 h.
TH - Total hours: 41,5 h.

RG1402 [!] *Identificar y entender las buenas prácticas en la dirección eficaz y eficiente a personas y equipos por medio de un liderazgo transformados*

LEARNING ACTIVITIES

	<i>CH</i>	<i>NCH</i>	<i>TH</i>
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	21 h.	14 h.	35 h.
Presentation by the teacher in the classroom, in participatory classes, of concepts and procedures associated with the subjects	2 h.	1 h.	3 h.
Carrying out exercises and solving problems individually and/or in teams	2 h.	1 h.	3 h.

EVALUATION SYSTEM

W

Reports on the completion of exercises, case studies, computer exercises, simulation exercises, laboratory exercises, term projects, challenges and problems	60%
Individual written and/or oral tests or individual coding/programming tests	20%
Observation (technical capacity, attitude and participation)	20%

Comments: Minimum grade: 5

MAKE-UP MECHANISMS

Written, coding/programming and individual oral tests for the evaluation of technical skills in the field
Comments: Students with less than 5 in the Control point must retake the exam. Control point value will be 25% and retake 75%.

CH - Class hours: 25 h.
NCH - Non-class hours: 16 h.
TH - Total hours: 41 h.

RG1403 [!] *Identificar herramientas y actuaciones para lograr la automotivación y motivación de las personas y entender cómo aplicar sistemas de reconocimiento.*

LEARNING ACTIVITIES

	<i>CH</i>	<i>NCH</i>	<i>TH</i>
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	2 h.	1 h.	3 h.
Carrying out/resolving projects/challenges/cases, etc. to provide solutions to problems in interdisciplinary contexts, real and/or simulated, individually and/or in teams	5 h.	4 h.	9 h.
Presentation by the teacher in the classroom, in participatory classes, of concepts and procedures associated with the subjects	2 h.	1 h.	3 h.

EVALUATION SYSTEM

W

Reports on the completion of exercises, case studies, computer exercises, simulation exercises, laboratory exercises, term projects, challenges and problems	60%
Individual written and/or oral tests or individual coding/programming tests	20%
Observation (technical capacity, attitude and participation)	20%

Comments: Minimum grade: 5

MAKE-UP MECHANISMS

Written, coding/programming and individual oral tests for the evaluation of technical skills in the field
Comments: Students with less than 5 in the Control point must retake the exam. Control point value will be 25% and retake 75%.

CH - Class hours: 9 h.
NCH - Non-class hours: 6 h.
TH - Total hours: 15 h.

RG1404 [!] *Aplicar los conceptos y herramientas de gestión de personas en un entorno práctico.*

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		2 h.	3 h.	5 h.
Presentation by the teacher in the classroom, in participatory classes, of concepts and procedures associated with the subjects		3 h.	2 h.	5 h.
Carrying out exercises and solving problems individually and/or in teams		3 h.	2 h.	5 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	60%	Written, coding/programming and individual oral tests for the evaluation of technical skills in the field		
Individual written and/or oral tests or individual coding/programming tests	20%	Comments: Students with less than 5 in the Control point must retake the exam. Control point value will be 25% and retake 75%.		
Observation (technical capacity, attitude and participation)	20%			
Comments: Minimum grade: 5				
CH - Class hours: 8 h.				
NCH - Non-class hours: 7 h.				
TH - Total hours: 15 h.				

CONTENTS

1. Strategy and people management

- Foresight reports on people management 2020 and 2035- The "strategic value" of people; the logic of the different groups.2: The challenge: how to "liberate" the energy of people in the organization for the sake of a common project?3. Conflict management.4. Leadership development.5. Development of people management policies.

LEARNING RESOURCES AND BIBLIOGRAPHY

Learning resources	Bibliography
Technical articles	http://katalogoa.mondragon.edu/janium-bin/janium_login_opac_re_Ink.pl?grupo=INFORMATICA41&ejecuta=20&
Topic related web quires	
Video projections	
Subject notes	
Moodle Platform	