

## [MHJ304] PEOPLE MANAGEMENT

### GENERAL INFORMATION

<b>Studies</b>	UNIVERSITY MASTER IN INDUSTRIAL ENGINEERING	<b>Subject</b>	?
<b>Semester</b>	2	<b>Course</b>	1
<b>Character</b>	COMPULSORY	<b>Mention / Field of specialisation</b>	
<b>Plan</b>	2025	<b>Modality</b>	Face-to-face
<b>Credits</b>	3	<b>Hours/week</b>	1.78
		<b>Language</b>	CASTELLANO
		<b>Total hours</b>	32 class hours + 43 non-class hours = <b>75 total hours</b>

### 2030 AGENDA GOALS



### 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
<b>MH2509</b> - Demonstrate the ability to organize and manage companies.		x		0,6
<b>MH2514</b> - Demonstrate abilities to organize work and manage human resources. Demonstrate knowledge of occupational risk prevention.		x		1,8
<b>MH2526</b> - Apply acquired knowledge and problem-solving skills in new, unfamiliar or changing environments within broader (or multidisciplinary) contexts related to their area of study.		x		0,04
<b>MH2527</b> - Demonstrate the ability to integrate knowledge and deal with the complexity of formulate judgments based on incomplete or limited information, including reflections on the SDGs, human rights and fundamental rights, and on social, health and safety, environmental, economic and industrial implications and responsibilities.		x		0,2
<b>MH2528</b> - Communicate its conclusions and the ultimate knowledge and rationale behind them to specialized and non-specialized audiences in a clear and unambiguous manner.		x		0,16
<b>MH2530</b> - Work with people, involving them and leading them in a dynamic directed towards 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 required (quality, deadlines, etc.), assuming responsibility for the decisions taken.		x		0,2

**Total:** 3

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

### SECONDARY LEARNING RESULTS

**RMH132** [!] *Conoce las obligaciones y responsabilidades que en materia de prevención tienen las organizaciones.*

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.
Presentation by the teacher in the classroom, in participatory classes, of concepts and procedures associated with the subjects	3 h.	3 h.	6 h.
Carrying out exercises and solving problems individually and/or in teams	2 h.	3 h.	5 h.
Seminars, debates and/or workshops to deepen and/or share experiences.	1 h.		1 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%	Reports on the completion of exercises, case studies, computer exercises, simulation exercises, laboratory exercises, term projects, challenges and problems
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	80%	

**CH - Class hours:** 10 h.
   
**NCH - Non-class hours:** 12 h.
   
**TH - Total hours:** 22 h.

**RMH131** [!] *Conoce las claves para facilitar la implicación de las personas trabajadoras, con el doble objetivo de maximizar el rendimiento de la organización y el bienestar del colectivo. Comprende los principales elementos del trabajo del equipo de dirección,*

**LEARNING ACTIVITIES**

	<b>CH</b>	<b>NCH</b>	<b>TH</b>
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**

Reports on the completion of exercises, case studies, computer exercises, simulation exercises, laboratory exercises, term projects, challenges and problems	20%
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%

**MAKE-UP MECHANISMS**

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

**CH - Class hours:** 22 h.
   
**NCH - Non-class hours:** 31 h.
   
**TH - Total hours:** 53 h.

**CONTENTS**

01/ OCCUPATIONAL RISK PREVENTION:- What is risk? How can risks be avoided to ensure people's well-being?- What are the rights and duties of workers and employers?02/ PEOPLE. INTRODUCTION- Why is Strategic People Management important?03/ XX. DEPENDENT THEORIES:- What determines whether people motivate us?- How can we apply theory and tools to reality?04/ PEOPLE MANAGEMENT SYSTEM- To what extent does the people management system influence performance? How is this relationship carried out?05/ LEADERSHIP- Are all leadership styles the same?- Are leadership styles the same in different situations?06/ CONFLICT MANAGEMENT

**LEARNING RESOURCES AND BIBLIOGRAPHY**

**Learning resources**

Subject notes
   
 Technical articles
   
 Presentations by external Lecturers
   
 Video projections

**Bibliography**

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Nishii, L., & Wright, P. M. (2008). Variability within organizations: implications for strategic human resource management. Retrieved from <http://digitalcommons.ilr.cornell.edu/cahrswp/467/>

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Schuler, R. S., & Jackson, S. E. (1987). Linking competitive strategies with human resource management practices.

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Sánchez Iglesias A. L., Nueva normativa de prevención de riesgos laborales: aplicación práctica (1999)

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](https://www.mites.gob.es/es/estadisticas/monograficas_anuales/EAT/2021/index.htm) accessed 15 Dec 2022

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