

Course Unit	Human Resource Management	Field of study	Business Sciences
Bachelor in	Sports - Minor in Sports Management	School	School of Education
Academic Year	2023/2024	Year of study	2
Type	Semestral	Semester	2
Level	1-2	ECTS credits	4.0
Code	9563-624-2103-00-23		
Workload (hours)	108	Contact hours	T - , TP 36, PL - , TC - , S - , E - , OT 9, O -

T - Lectures; TP - Lectures and problem-solving; PL - Problem-solving, project or laboratory; TC - Fieldwork; S - Seminar; E - Placement; OT - Tutorial; O - Other

Name(s) of lecturer(s) Pedro Miguel Monteiro Rodrigues

### Learning outcomes and competences

At the end of the course unit the learner is expected to be able to:

1. Recognize the organizational changes and competitive challenges for Human Resources in sport;
2. Recognize the importance of Human Resource Management for sport organizations;
3. Understand and apply the techniques of Human Resource Management in Sport.
4. Realize the importance of communication and explore personal relationships at work, group dynamics and leadership styles.

### Prerequisites

Not applicable

### Course contents

1. Sport manager in a time of change
2. Introduction to human resources
3. Description and analysis of positions in sport
4. The roles and techniques of sport manager
5. Strategic planning of HR's in sport
6. Recruitment and selection in sport sector
7. Evaluation and performance of sport HR's
8. Training sport HR's
9. Remuneration of HR's
10. HR's in Sport
11. Leadership in sport

### Course contents (extended version)

1. The sports manager at a time of change
  - The competitive challenges and consequences for managers
2. Introduction to Human Resources (HR's)
  - Evolution of the management of RH's
  - Theories that contributed to the development of HR's
3. Description and analysis of positions in sport
  - Description of positions
  - Analysis of positions
4. The roles and techniques of the sport managers
  - The different types and levels of managers
  - The roles and techniques of managers
5. Planning of HR's in sport
  - Term planning
  - Prediction of HR's
  - Techniques for prediction of HR's
  - Rotation of RH's
6. Recruitment and selection in sport sector
  - HR's market and the labor market
  - Characterization of the HR's market
  - Supply/demand relationship
  - Recruitment and selection of volunteers for sport events
7. Evaluation and performance of sport HR's
  - Definition
  - Functions of performance and evaluation
  - What should be evaluated?
8. Training and development of sport HR's
  - Organizational training and development
  - Staff training and development
9. Rewards systems
  - Types of rewards
  - Criteria for rewards
  - System rewards
10. The HR's in sport
  - Professionalism vs volunteering
11. Leadership in sport

### Recommended reading

1. Abreu, J. , & Bilhim, F. (2008). Teoria Organizacional: Estruturas e pessoas. Lisboa: Instituto Superior de Ciências Sociais e Políticas.
2. Abreu, J. , & Bilhim, F. (2008). Gestão estratégica de recursos humanos (4.ª edição). Lisboa: Instituto Superior de Ciências Sociais e Políticas.
3. Chelladurai, P. , & Madella, A. (2006). Human Resource Management in Olympic Sport Organisations. USA: Human Kinetics.
4. O'Boyle, I. , Murray, D. , Cummins, P. (2015). Leadership in sport. New York: Routledge.
5. Taylor, T. , Doherty, A. , McGraw, P. (2015). Managing people in sport organizations: a strategic human resource management perspective (2nd Edition). New York: Routledge.

### Teaching and learning methods

The course of HRM's will consist of 36 hours of theoretical-practical (TP) where the course contents and its practical application will be presented and 9 hours of tutorial orientation/guidance (OT) for the realization of works and presentations to be accomplished by the students.

### Assessment methods

1. Continuous evaluation - (Regular, Student Worker) (Final)
  - Intermediate Written Test - 50% (Theoretical (test) - (50%))

**Assessment methods**

- Development Topics - 50% (Work (50%): Project (10%); Research (20%); Practice (20%)-)
- 2. Exam - (Regular, Student Worker) (Supplementary, Special)
- Final Written Exam - 100%

**Language of instruction**

- 1. Portuguese, with additional English support for foreign students.
- 2. Portuguese

**Electronic validation**

Pedro Miguel Monteiro Rodrigues	José Augusto Afonso Bragada	Pedro Miguel Queirós Pimenta Magalhaes	Carlos Manuel Costa Teixeira
25-02-2024	26-02-2024	26-02-2024	27-02-2024