

Course Unit	Option I - Human Resource Management in Education		Field of study	-	
Master in	Pedagogical Supervision and Innovation in Education		School	School of Education	
Academic Year	2023/2024	Year of study	1	Level	2-1
Type	Semestral	Semester	1	ECTS credits	6.0
Code	5072-799-1104-02-23				
Workload (hours)	162	Contact hours	T -	TP 35	PL -
			TC -	S -	E -
			OT 10	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) Maria do Céu Ribeiro

Learning outcomes and competences

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

1. Interpreting the school and school organization in the light of the theoretical contributions of the education sciences;
2. Fostering relational climates in work contexts that are favorable to the development of participatory interactions and reflective practices.
3. To base the decision-making process on research procedures and educational innovation.

Prerequisites

Before the course unit the learner is expected to be able to:
Not applicable.

Course contents

1. School organizations; 2. School management models; 3. The culture of school organizations and human resource management

Course contents (extended version)

1. School organizations
 - Types and characteristics
 - The concepts of efficiency and effectiveness in school organizations
 - Decision levels and mediation/negotiation processes
 - Conflict management: teamwork, adaptability, social and ethical awareness
2. School management models
 - The management cycle
 - Model of scientific organization
 - (Inter)cultural management model
 - Learning school organizations
3. Culture of school organizations and human resources management
 - Culture and interpersonal relationships in organizations
 - Interactions between educational agents and collaborative work

Recommended reading

1. Barrena-Martínez, J.; López-Fernández, M., & Romero-Fernández, P. (2016). Efectos de las políticas de recursos humanos socialmente responsables en el capital intelectual. *Intangible Capital*, 12(2), 549-590.
2. Cunha, M., Rego, A., Cunha, R., & Cabral-Cardoso, C. (2016). *Manual de comportamento organizacional e gestão*. RH Editora.
3. Morgado, J. C., & Pinheiro, J. A. (2011). Lideranças intermédias e autonomia curricular da escola: Dos discursos às práticas. *Centro de Investigação em Educação*. <http://hdl.handle.net/1822/15672>
4. Simões, E. (2020). Conflito e negociação. In A. Caetano, J. Neves, & J. M. Carvalho Ferreira (Orgs.). *Psicossociologia das organizações? Fundamentos e aplicações* (pp. 251-272). Edições Sílabo.

Teaching and learning methods

- Oral presentation; Discussion/debate; Use of audiovisuals; Group work.

Assessment methods

1. Development topics [group] - 50% - (Regular, Student Worker) (Final)
2. Critical review-scientific article [individual] 50%. - (Regular, Student Worker) (Final)
3. Final written exam - 100% - (Regular, Student Worker) (Supplementary, Special)

Language of instruction

Portuguese

Electronic validation

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01-01-2024	02-01-2024	02-01-2024	14-01-2024