INSTITUTO POLITÉCNICO DE BRAGANÇA

Course Unit	Option 1 - Human Resources Management			Field of study	Management and Administration								
Bachelor in	Portuguese Language and Portuguese Speaking Countries - Portuguese as Mother Tongue			School	School of Education								
Academic Year	2022/2023	Year of study	2	Level	1-2	ECTS credits	5.0						
Type	Semestral	Semester	2	Code	9992-544-2204-02-22								
Workload (hours)	135	Contact hours	T -	TP 45	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 Alexandre Oliveira Couceiro

Learning outcomes and competences

At the end of the course unit the learner is expected to be able to:
1. understand the challenges of Human Resource Management in the context of the European integration, the globalization and the development of information technologies;
2. understand the legal aspects (labour laws), as well as the economic and social impacts of Human Resource Management at international level;
3. understand the strategic dimension of Human Resource Management;
4. identify objectives and and implement Human Resources Management strategies in the current context of business;
5. know and understand the formulas and the effects of management systems of rewards on behaviour and motivation;
6. understand the importance of career management in the context of a strategic management of people and skills in organizations;
7. denote capacity to implement methods of evaluating workers by managing stressful situations and conflicts.

Prerequisites

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

Course contents

1. New challenges of Human Resource Management 2. The operationalization of the function of Human Resource Manager 3. International Human Resource Management 4. Motivation and reward systems 5. Management careers 6. System assessment of individual performance

Course contents (extended version)

1. New challenges of Human Resource Management
   - The context of accelerated change and successful business
   - The strategic plan
2. The operationalization of the function of Human Resource Manager
   - Objectives of the various tasks inherent in the function of HR Manager
   - Tasks and Content of Human Resource Management
3. International Human Resource Management
   - The current context and the development of International Human Resource Management
   - The global executive
   - The expatriation and repatriation
   - The functions of Human Resource Management International
   - Legal, economic and social issues
4. Motivation and reward systems
   - Objectives of the reward systems
   - Components of reward systems
   - Intrinsic and extrinsic rewards
5. Management careers
   - The traditional concept of career and the protean career
   - General principles of career management
   - Objectives of career planning
6. System of assessment of individual performance
   - System of assessment
   - Objectives and assessment
   - Methods

Recommended reading

1. Bratton, J. , & Gold, J. (2012). Human Resource management. Theory & practice. London: Palgrave Macmillan.
2. Cornelius, N. (2001). Human Resources management: a managerial perspective. London: Thomson Learning.
3. Kossek, E. E. & Block, R. N. (2000). Managing Human Resources in the 21st century. From core concepts to strategic choice. South-Western Colle Publishing: Ohio.
4. Neves, C. , Galvão, A. , & Pereira, F. (2012). Guidelines in Human Resources management. Tourism and management studies International Conference (p. 10). Algarve: Book of Abstracts.

Teaching and learning methods

Theoretical and practical lessons where concepts methodologies and techniques are introduced and discussed, with help of audiovisual meanings. Analysis and discussion of real situations, case studies, allowing not only to interexchange experiences but also to practice decision making in group and to help consolidate the learning outcomes. Tutorial sessions on contact hours.

Assessment methods

1. Continuous assessment - (Regular, Student Worker) (Final)
   - Reports and Guides - 60%
   - Intermediate Written Test - 40%
2. Assessment by exam - (Regular, Student Worker) (Supplementary, Special)
   - Final Written Exam - 100%

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Language of instruction

Portuguese

Electronic validation

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12-12-2022	16-12-2022	18-12-2022	04-01-2023

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