

Block 8: Personnel, Intervention.

In the ENOP reference model, this course focuses on the technological or intervention area of the model, which aims at changing reality, providing the students with a theoretical knowledge and skills that make them able to plan, implement, monitor and evaluate changes and interventions in order to improve behaviours, situations, and psychosocial processes in the field of personnel.

Course: Psychosocial Intervention in Human Resources Development.

UNIVERSITY: Valencia, Barcelona, and Coimbra.

ECTS: 4

Contents:

The present course will present theories and methods of intervention in the following fields:

1. Theoretical approaches to human resource development.
2. Training and development of employees
3. Management and supervisors training and development
4. Job evaluation
5. Wages and incentive systems.
6. Outplacement, retirement and other types of separation processes.
7. Psychosocial intervention on industrial relations.

Didactics:

Didactic methods that will be used to improve knowledge are: lecture & questions, demonstrations, audiovisual methods, computer demonstrations, practitioner's report / guest lecture, and student reading.

Didactic methods that will be used to improve skills are: exercises (use of technique or tool), computer exercises, simulation or role playing, student assignments, student group assignments, and case studies.

Finally, in order to improve both knowledge and skills, the following didactic methods could be used: discussion meeting, small group discussion, student oral presentation, student paper, and site visit or excursion.

- The students will practice one or two methods in each section.
- Small group discussions about different theoretical approaches to human resource development.
- Analysis of training and development needs in case studies
- Students will design a wages and incentive system linking it to different organizational strategy and objectives.
- Demonstrations of job evaluation processes in the classroom

Teaching materials and readings:

- Cascio, W. F. (2003) Changes in Workers, Work and Organizations. In Borman, W.C., Ilgen, D.R., Klimoski, R.J & Weiner, I.B. Handbook of psychology, vol 12 Industrial and organizational Psychology. Hoboken: John Wiley.
- Ariza Montes, A. Morales Gutierrez A. C. & Morales Fernández E. (2004) Evaluación de las personas. In A. Ariza Montes, A. C. Morales Gutierrez y E. Morales Fernández. Dirección y Administración integrada de personas. Fundamentos, procesos y técnicas en práctica, McGraw-Hill
- Gómez, L. R., Balkin, D. B., Cardy, R. L. (1996). Desarrollando las relaciones laborales En: L. R. Gómez, D. B. Balkin y R. L. Cardy (eds.) Gestión de Recursos Humanos. Madrid: Prentice Hall.
- Gómez, L. R., Balkin, D. B., Cardy, R. L. (1996). Meeting the International HR Challenge En: L. R. Gómez, D. B. Balkin y R. L. Cardy (eds.) Gestión de Recursos Humanos. Madrid: Prentice Hall.
- Heneman, R.L Charles H F. & Wang Z.M. (2001) Compensation Systems in the Global Context. In N. Anderson, D. S. Ones, H. K. Sinangil & C. Viswesvaran (Eds.) (2001) Handbook of Industrial, Work and Organizational Psychology, Vol. 2 Organizational psychology (pp.77-93). London: Sage
- Salas, E. Cannon-Bowers, J. A. (2001) The science of training: A Decade of Progress Annual Review of Psychology, 52: 471-499.