



COURSE DATA

DATA SUBJECT

Code: 33589
Name: Policies, strategy and human resource management
Cycle: Undergraduate Studies
ECTS Credits: 6
Academic year: 2025-26

STUDY (S)

Degree	Center	Acad. year	Period
1309 - Degree in Labour Relations and Human Resources	Facultat de Ciències Socials	4	First quarter

SUBJECT-MATTER

Degree	Subject-matter	Character
1309 - Degree in Labour Relations and Human Resources	Policies, strategy and management of human resources	ELECTIVES

COORDINATION

CANET GINER MARIA TERESA

SUMMARY

Policies, strategy and Human Resources Management is an optional subject of 6 credits and is taught to the fourth year of the Degree in Labor Relations and Human Resources, forming part of the specialty itinerary in Human Resources (itinerary B).

This subject aims to deepen the content of the **Human Resources function** that has greater interdependencies with organizational design decisions, taking a step further on the contents presented to the subjects **Structure of the organization and jobs design** and **function From Human Resources**. Everything from the strategic perspective, already initiated to the subject **Strategic management of the company**.

It is about deepening the strategic process applied to the Human Resources function from a vision of Business Management, seeking to achieve the following general objectives:

Present, from the perspective of the Strategic Management, the general theoretical framework of the Human Resources function in a complete and integrated manner.



- Study the function as an integral part of the strategic process, placing it within the general process and at the same level as the other key functions of the organization, with which it must be coordinated.
- Understand the need to have formulated a specific strategy of the function, which must be specified in order to be effectively implemented and be able to evaluate it in order to improve and / or change the process.

We must highlight the relationship with issues such as Quality Management and Corporate Social Responsibility that are studied in other subjects of the specialty and, above all, with the **Audit of the Human Resources function**.

Likewise, an attempt will be made to analyze critically how the current situation of the environment influences the Human Resources strategies of the organizations and people motivation.

PREVIOUS KNOWLEDGE

RELATIONSHIP TO OTHER SUBJECTS OF THE SAME DEGREE

There are no specified enrollment restrictions with other subjects of the curriculum.

OTHER REQUIREMENTS

Although no enrollment restrictions have been specified with other subjects of the curriculum, the appropriate use of this subject requires assimilating the contents of the subjects of management and organization of companies, especially those related to the subjects:

- Introduction to the operation of the company
- The management in the company
- Structure of the organization and jobs design
- The function of Human Resources
- Strategic management of the company

COMPETENCES / LEARNING OUTCOMES

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Act with autonomy in learning, making informed decisions in different contexts, issuing judgements based on experimentation and analysis, and transferring knowledge to new situations.

Advise and make decisions on human resource management concerning pay policy, staff selection and development policy, and staff planning.

Analyse, synthesise and reason critically.

Analyse and make decisions on organisational structure and work organisation.

Apply management systems and tools for designing a corporate social responsibility strategy and identify the most appropriate indicators for measuring and evaluating objectives in relation to human resources.



Apply techniques to boost motivation and improve the working environment.

Collaborate effectively in work teams, assuming responsibilities and leadership roles and contributing to collective improvement and development.

Contribute to the design, development and implementation of solutions that respond to social demands, taking into account the Sustainable Development Goals as a reference.

Demonstrate critical and self-critical thinking in the field of the degree programme, considering aspects such as professional ethics, moral values and the social implications of the different activities carried out.

Develop organisational and planning actions.

Know and analyse the principles, areas and procedures of action of socio-labour political institutions.

Know and apply human resource management policies and implementation tools.

Know and apply the principles of the professional code of ethics.

Know and understand, within the field of the degree programme, gender inequalities in society; integrate different needs and preferences based on sex and gender into the design of solutions and problem solving.

Know how to communicate effectively, both orally and in writing, adapting to the characteristics of the situation and the audience.

Know key aspects of business decisions related to the management and direction of human resources.

Know the fundamentals of human resource management policies and the instruments for their implementation.

Know the fundamentals of work organisation and organisational structure.

Know the principles of the process of developing and implementing strategy, and the different strategic options.

Lead working groups in the field of labour relations and human resources.

Learn independently and develop initiative and entrepreneurial spirit.

Manage information, draft and formalise reports and writings.

Prepare and design organisational strategies, developing the organisation's human resources strategy.

Propose creative and innovative solutions to complex situations or problems within the field of knowledge, to respond to diverse professional and social needs.

Relate good practices in human resources management with improvement of business competitiveness and sustainability.

Respect and promote fundamental rights, equality between men and women, equal opportunities and non-discrimination, democratic values and sustainability.



Solve problems, apply knowledge to practice and develop motivation for quality.

Use information and communication technologies.

DESCRIPTION OF CONTENTS

1.

2.

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7.

WORKLOAD

PRESENCIAL ACTIVITIES

Activity	Hours
Theoretical and practical classes	60,00
Total hours	60,00

**NON PRESENCIAL ACTIVITIES**

Activity	Hours
Attendance at other activities	5,00
Individual or group project	20,00
Independent study and work	20,00
Preparation of lessons	20,00
Preparation for assessment activities	17,00
Resolution of case studies	8,00
Total hours	90,00

TEACHING METHODOLOGY**EVALUATION****REFERENCES**

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- Bonache, Jaime y Cabrera, Ángel (dir.) (2002): Dirección estratégica de las personas. Prentice Hall.
- Gómez Mejía, Luis, Balkin, David y Cardy, Robert (2008): Gestión de Recursos Humanos. Pearson Prentice Hall, 5ª ed. 1ª reimpresión
- Sastre, Miguel Ángel y Aguilar, Eva María (2016): Dirección de recursos humanos. Un enfoque estratégico. McGraw Hill.
- Herrera, Justo (2001): Dirección de Recursos Humanos. Un enfoque de Administración de Empresas. ACDE Ediciones, Valencia.
- García-Tenorio, Jesús y Sabater, Ramón (Coord.) (2004): Fundamentos de dirección y gestión de recursos humanos. Thompson.
- Ariza-Montes, José Aantonio y Morales Fernández, Emilio J. (2014): Gestión estratégica de personas y competencias. McGraw-Hill.
- Dolan, Simon L., Valle.Cabrera, Ramón y López-Cabrales, Álvaro (2014): La gestión de personas y del talento. McGraw-Hill.



- Armstrong, Michael (2020): Armstrongs Handbook of Strategic Human Resource Management. Ed. KoganPage