

**COURSE DATA****DATA SUBJECT**

Code: 46447
Name: Human Resources
Cycle: Master's Degree
ECTS Credits: 5
Academic year: 2025-26

STUDY (S)

Degree	Center	Acad. year	Period
2248 - International Joint Research Master Work and Organizational Psychology	Facultat de Psicologia i Logopèdia	1	First quarter

SUBJECT-MATTER

Degree	Subject-matter	Character
2248 - International Joint Research Master Work and Organizational Psychology	Human resources	COMPULSORY

COORDINATION**SUMMARY**

This course is taught at Maastrich University, during the first semester at the first academic year.

Prof. M.W.J. van de Wiel is the coordinator lecturer.

People are the core of organisations. They set the goals, plan, design, organise and carry out the work and run the business. To be successful, organisations need to find, develop, and retain the best possible employees. In this course, students will reflect upon psychological research and theories that may contribute to human resource management (HRM) practices in organisations. The practices discussed in this course are job analysis, recruitment, personnel selection and assessment, training, performance appraisal and performance management, continuous professional development, career development, talent management, compensation, employee relations and employee retention. The use of a strategic approach to human resource management means that the practices listed above need to be coordinated to achieve organisational goals, since they form sequential, but interdependent steps in employing personnel in an organisation. The organisational goals therefore need to be translated into criteria for employee behaviour, attitudes, and performance. Subsequently, instruments need to be selected or developed to measure whether the criteria are met. Students will discuss how these criteria can be set and tested and how the



usefulness of HRM practices can be evaluated to improve organisational performance.

The course aims to connect research, theory and practice. Therefore, students must apply their knowledge to specific problems and complete assignments whilst using and discussing real-life examples of HRM practices. In addition, students gain insight into the field of Work and Organizational Psychology and HRM by following guest lectures by practitioners and by sessions organised by an HRM consultancy. In these sessions, they gain hands-on experience with assessment instruments and techniques used in selection processes and personnel development.

Finally, students identify a gap in the existing literature and write a research proposal in a group.

PREVIOUS KNOWLEDGE

RELATIONSHIP TO OTHER SUBJECTS OF THE SAME DEGREE

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

OTHER REQUIREMENTS

No previous requirements.

COMPETENCES / LEARNING OUTCOMES

2248 - International Joint Research Master Work and Organizational Psychology

Be able to analyse, evaluate, interpret and synthesize research methods, data, theories and publications in the field of work and organisational psychology.

Be able to apply theories, interventions, instruments and evaluation methods to practice in the field of work and organisational psychology.

Be able to communicate effectively in English, both orally (group discussions, presentations) and in writing, on topics related to work and organisational psychology.

Be able to communicate scientific theories and empirical results in an understandable manner, to both professionals (experts and non-experts) and lay audiences (including clients).

Be able to make a critical assessment of a research question and an experimental design, taking into account the ethical responsibilities in research.

Be able to read, understand, integrate and critically reflect on scientific communications, professional reports and new developments.

Be able to reflect on one's own professional behaviour and development (including ethical considerations and obligations).

Be able to work in an international team.



Be able to write scientific reports in the form of practical reports, master's theses and/or scientific publications following scientific standards.

Students have the knowledge and understanding that provide a basis or an opportunity for originality in developing and/or applying ideas, often within a research context.

DESCRIPTION OF CONTENTS

1. Key Words

Human resource management practices,
Job analysis, selection and recruitment,
Training, performance appraisal and management,
Professional and career development,
Compensation,
Employee relations, T
Talent Management, employee retention,
Strategic human resource management,
Evidence-based practice

WORKLOAD

PRESENCIAL ACTIVITIES

Activity	Hours
Theoretical and practical classes	50,00
Total hours	50,00

NON PRESENCIAL ACTIVITIES

Activity	Hours
Attendance at other activities	0,00
Individual or group project	0,00
Independent study and work	75,00
Preparation of lessons	0,00
Preparation for assessment activities	0,00
Resolution of case studies	0,00
Total hours	75,00

TEACHING METHODOLOGY

Assignment(s),



Lecture(s), PBL,

Presentations,

Work in subgroups

EVALUATION

Assignment

Final paper

Written exam

Participation

Presentation

REFERENCES