

**1. General information****Course:** HUMAN RESOURCE DEVELOPMENT AND REWARDS**Code:** 43338**Type:** ELECTIVE**ECTS credits:** 4.5**Degree:** 325 - UNDERGRADUATE DEGREE IN LABOUR RELATIONS AND HUMAN RESOURCES DEVELOPMENT (AB)**Academic year:** 2022-23**Center:** 111 - FACULTY OF INDUSTRIAL RELATIONS AND HUMAN RESOURCES OF ALBACETE**Group(s):** 10**Year:** 4**Duration:** C2**Main language:** Spanish**Second language:** English**Use of additional languages:****English Friendly:** Y**Web site:****Bilingual:** N**Lecturer:** MARIA CARMEN RUIZ AMAYA - Group(s): 10

Building/Office	Department	Phone number	Email	Office hours
2.18	ADMINISTRACIÓN DE EMPRESAS	2346	carmen.ruiz@uclm.es	

2. Pre-Requisites

Not established

3. Justification in the curriculum, relation to other subjects and to the profession

This subject is part of the module 12 of Human Resources Management.

The optional subject Development and Human Resources practice is imparted in the second quarter of the fourth course in the Labor Relations and Human Resources Development grade.

This is to deepen the Human Resources Management subject. This is about some practices that will consolidate the future of the worker in the company and achieve both their personal objectives as those of the organization

4. Degree competences achieved in this course**Course competences**

Code	Description
E07	Ability to understand the regulatory framework governing labor relations and Social Security.
E08	Ability to advise and/or manage on employment and recruitment matters based on the knowledge of the regulatory framework for labor relations.
E09	Ability to advise and represent workers and employers in collective bargaining processes and collective labor disputes.
G01	Ability to understand the structure and functioning of the product and labor markets.
G02	Capacity for legal reasoning and interpretation, understanding the general theory of legal norms.
G03	Advisory and technical representation capacity in the administrative field.
G04	Familiarity with the main aspects of corporate and labor taxation.
G05	Ability to understand and advise on the different forms of legal organization of business activities.
G06	Ability to draft and interpret contracts and to advise on civil liability.

5. Objectives or Learning Outcomes**Course learning outcomes**

Description
Development of professional activities in accordance with ethical principles and respect for fundamental rights.
Appropriate use of ICTs.
Apply social research techniques to this professional field.
Autonomous learning.
Exhibition and defense of matters related to the subject.
Apply techniques of development, evaluation and compensation of human resources.
Seeking, analyzing and summarizing information.
Understand the implications of social responsibility and ethics in making business decisions.

6. Units / Contents**Unit 1:****Unit 2:****Unit 3:****Unit 4:****Unit 5:****Unit 6:**

7. Activities, Units/Modules and Methodology							
Training Activity	Methodology	Related Competences (only degrees before RD 822/2021)	ECTS	Hours	As	Com	Description
Class Attendance (theory) [ON-SITE]	Lectures	E07 E08 E09 G06	0.48	12	N	-	
Problem solving and/or case studies [ON-SITE]	Case Studies	E07 E08 E09 G01 G02 G06	0.64	16	Y	N	
Group tutoring sessions [ON-SITE]	Guided or supervised work	E07 E08 E09 G02 G03	0.26	6.5	Y	N	
Writing of reports or projects [OFF-SITE]	Group Work	E07 E08 E09 G01 G02 G03 G04 G05 G06	2.04	51	Y	N	
Project or Topic Presentations [ON-SITE]	Combination of methods	G04	0.16	4	Y	N	
Study and Exam Preparation [OFF-SITE]	Self-study	E07 E08 E09 G03	0.8	20	N	-	
Final test [ON-SITE]			0.12	3	Y	N	
Total:			4.5	112.5			
Total credits of in-class work: 1.66			Total class time hours: 41.5				
Total credits of out of class work: 2.84			Total hours of out of class work: 71				

As: Assessable training activity

Com: Training activity of compulsory overcoming (It will be essential to overcome both continuous and non-continuous assessment).

8. Evaluation criteria and Grading System			
Evaluation System	Continuous assessment	Non-continuous evaluation*	Description
Self Evaluation and Co-evaluation	20.00%	0.00%	
Fieldwork assessment	30.00%	0.00%	
Assessment of problem solving and/or case studies	30.00%	0.00%	
Assessment of active participation	20.00%	0.00%	
Final test	0.00%	100.00%	
Total:	100.00%	100.00%	

According to art. 4 of the UCLM Student Evaluation Regulations, it must be provided to students who cannot regularly attend face-to-face training activities the passing of the subject, having the right (art. 12.2) to be globally graded, in 2 annual calls per subject, an ordinary and an extraordinary one (evaluating 100% of the competences).

9. Assignments, course calendar and important dates	
Not related to the syllabus/contents	
Hours	hours

10. Bibliography and Sources						
Author(s)	Title/Link	Publishing house	Citv	ISBN	Year	Description
Gómez-Mejía, Luis R.	Gestión de recursos humanos	Pearson		978-84-8322-402-1	2011	