

## KEY INFORMATION

### Dates of the Masters Course

- Introductory session will take place in October.
- The course commences in October and concludes in September.

### Development of the Masters Course:

- The classroom sessions of the programme will usually take place on Mondays, Wednesdays and Thursday from 4 to 8:30 p.m.

### Student commitment:

- It is mandatory to attendance at least 80% of the sessions within the proposed teaching structure in the development of the programme. Failure to comply with this requirement invalidates the possibility of obtaining the Masters programme.



## CONTACT INFORMATION

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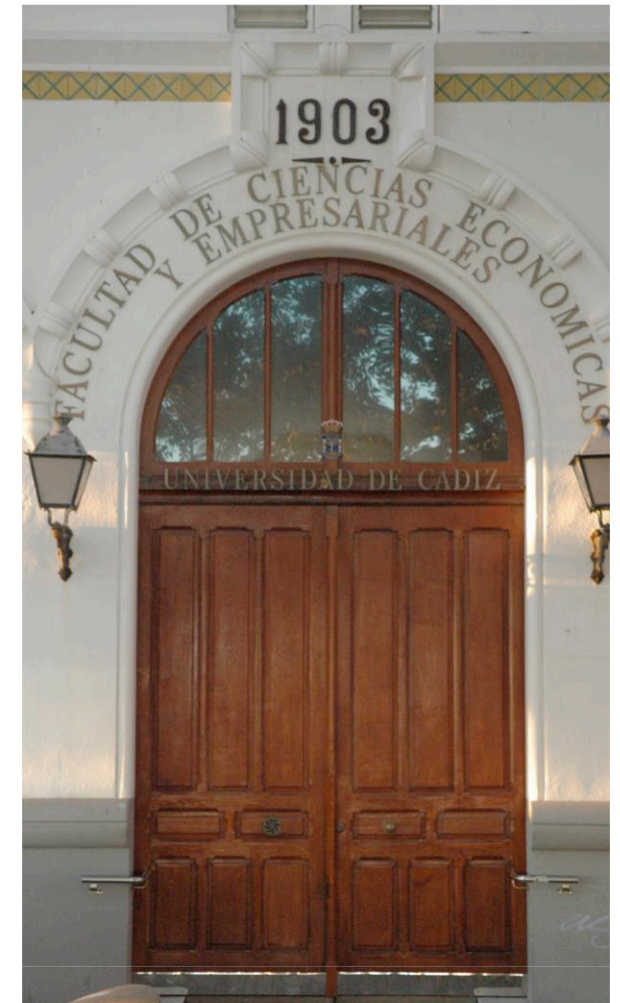
Your can find more information in our web page:  
<https://mastereconomicas.uca.es/master-en-direccion-de-los-recursos-humanos/presentacion/>



## THE UNIVERSITY OF CADIZ

FACULTY OF ECONOMICS  
AND THE BUSINESS ADMINISTRATION

### MASTERS IN HUMAN RESOURCE MANAGEMENT



## AIMS OF THE MASTERS COURSE

Proper management and administration of human resources is one of the basic pillars of organizational success. The professionalization of the human resources function is accepted to be a set of knowledge, skills, abilities and other distinguishing characteristics that can be taught, learned and assessed, giving rise to recognized standards of conduct, best practices and communities with a strong identity and distinctiveness.

The specific objective of this Masters is to provide our students with solid training in leadership and people management, enabling them to assume the decision-making process in the field of Human Resources Management in any organization with guaranteed success.

The Masters will train undergraduates in the development of planning, execution and control of the human resources strategies in the field of business strategy. Students will be trained in the use and handling of methodological tools that encourage depth in the role that human resources play in overall organizational progress. We also examine the setting of specific goals and policies in the social field. Specialized instruction is acquired that enables students to analyse, formulate and implement strategic and operational human resource plans, coherent and integrated into other functional organizational areas.

It also promotes significant training in the field of labour law. Upon completion of the Masters students will have acquired a solid, pragmatic and flexible preparation that empowers them to cover the broad range of managerial decisions in the areas of leadership and human resource management. Moreover, at the end of the Masters, students will have assimilated the following integrated competencies: learning, initiative, entrepreneurship, decision-making, management skills, leadership and teamwork, research and analysis of information from different sources, and conflict management.

## STRUCTURE

The options for the academic year comprise two routes: (i) professional, and (ii) research profiles.

Both pathways consist of the same modules and courses, with the exception of business practices for the professional profile and the research work regarding the research profile. Specifically, each of the modules included in the Masters, will cover the following contents through different courses:

### FOUNDATION MODULE (online)

This module contains the following compulsory courses:

- Basics of Economics (4 ECTS credits) \*
- Business Basics (4 ECTS)

### SPECIFIC MODULE

This module also contains the following mandatory elements:

- Strategic Management (3 ECTS)
- Sociology of Work (3 ECTS)
- Tools for Human Resources Planning (3 ECTS)
- Organizational Behaviour (4 ECTS)
- Strategic Human Resource Management I (4 ECTS)
- Intellectual Capital Management (4 ECTS)
- Strategic Human Resource Management II (4 ECTS)
- Human Resource Management and the Law (4 ECTS)
- New Trends in Human Resources Management (3 ECTS)
- Professional Skills on Human Resources Management (2 ECTS)

### APPLICATION MODULE

This Module contains the mandatory completion of a Practical Masters Thesis (6 ECTS):

- In the case of the professional profile, students need to liaise with a company (12 ECTS).
- In the case of the research profile, a research project is required (12 ECTS).

\*ECTS: European Credit Transfer System

## CONTENT

**Basics of Economics:** Tools for analysing the economic environment; Industry analysis; Employment and labour markets.

**Business Basics:** Fundamentals of business economics; Management subsystem; Production subsystem; Marketing subsystem; Financial and information subsystem.

**Strategic Management:** Concepts of business strategy and value creation for the company; Strategic analysis tools: Industry analysis Strategic analysis tools: resources, organizational routines and dynamic capabilities; Creating and maintaining competitive advantage, and Analysis of corporate strategies.

**Sociology of Work:** The Great Transformation: industrial society; The Welfare State and its crisis; Globalization and the new international context; Personality and socialization; Employee satisfaction; Alienation and discrimination at work.

**Tools for Strategic Planning of Human Resources:** Introduction to Strategic Planning of Human Resources; Tools for Strategic Planning of Human Resources; Balance-Scorecard applied to the Strategic Planning of Human Resources.

**Organizational Behaviour:** An introduction to behaviour in organizations; Individual behaviour; Group behaviour; Tools for understanding organizational behaviour.

**Strategic Human Resource Management I:** Strategic Approach to Human Resource Management; Basic Policies of Human Resources from the Strategic Perspective; The strategic focus of the company policy impact on individual employees; Recruitment; Selection and Integration of personnel and Development policies from the strategic perspective, and the Assessment performance function.

**Management of Intellectual Capital:** The importance of Intellectual Capital in contemporary organizations; the concept of Intellectual Capital; Intellectual Capital measurement and analysis of its strategic relevance; Mechanisms of Intellectual Capital management.

**Strategic Human Resource Management II:** Strategies of job evaluation; Compensation strategies; Conflict and negotiation strategies; International strategy of Human Resources.

**Human Resource Management and the Law:** Regulatory framework for labour relations; Collective labour relations; Access to employment and conditions of employment contracts; Prevention, health and safety at work.