UNIVERSIDADE LUSÍADA
LISBOA

Course Unit Program
Human Resources Strategy

Academic Year 2023/2024

## 1. Organic Unit

Faculty of Business and Economic Sciences

## 2. Course

Business Management

## 3. Cycle

1st

## 4. Course Unit

Human Resources Strategy (24123)

## 5. Scientific Area

## 6. Curricular Year

3rd

## 7. Type of Curricular Unit / Semester

1st Semester



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## 8. Class type and workload (work time)

| | |
|---|---|
| Theoretical classes: | |
| Practical classes: | |
| Theoretical-Practical Classes | 30,00 |
| Tutorial Guidance: | 20,00 |

## 9. ECTS Credits

6,00

## 10. Scientific Area Coordinator

## 11. Regent

Prof. Doutor JOÃO FERNANDO DE SOUSA MENDES

## 12. Assistants

## 13. Teaching Language

Portuguese

## 14. General Objectives

Provide students with knowledge and methodologies on fundamental issues of how to manage people in the organizational context.

## 15. Specific Objectives

Provide students with theoretical and practical tools so that they can:

- Have a practical view of matters related to HRM.
- Have solid knowledge about the concepts and techniques of personnel management, accompanied by business and public administration examples.
- Know how to analyze situations, diagnose problems and make decisions based on scientific and technical knowledge of HRM.
- Know how to shape the attitudes of workers.

## 16. Skills to be acquired

Students master critical tools for successful human resource management.

## 17. Teaching Methodology



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1. Verbal Methodologies (telling) / Intuitive Methodologies (showing), Exposition, Explanation, Dialogue. The Expository Methodology, using audiovisual means to explain the syllabus.
2. Active Methodologies (do), Case Studies. Active Methodology, through the resolution of practical cases and discussion of case studies and scientific articles.
3. Collaborative Methodologies, through group work.

## 18. Course Unit Program

1. The different paradigms of organizational success in the context of HRM
1.1. The classic theories of organizations
1.2. The human relations approach
1.3. The new challenges of HRM

2. Critical success factors in people management
2.1. Company culture and intercultural management
2.2. Management of change and stress in organizations
2.3. HR planning and career management
2.4. Job analysis and design
2.5. Recruitment and selection
2.6. reward systems
2.7. Training and knowledge management
2.8. performance management systems

3. Management of intellectual capital, human capital and talent

## 19. Assessment Methods

Participation in the discussion of practical cases in class.
Two written tests for continuous evaluation.

## 20. Didactic Resources

Recommended bibliography.
Power Point Projection.

## 21. Sustainability Objectives

Responsible consumption and production (replacing paper with digital media)

## 22. Keywords



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Management
Human Resources
Planning
Culture
Functions
Recruitment
Rewards
Performance
Knowle



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## 23. Main Bibliography

| | | | |
|---|---|---|---|
| Author(s): | CAMARA, Pedro. B., GUERRA, P. B. e RODRIGUES, J. V. | | |
| Title: | Humanator XXI | | |
| Edition: | 7ª | Year: | 2016 |
| Local: | Lisboa | | |
| Publisher: | Publicações D. Quixote | | |

| | | | |
|---|---|---|---|
| Author(s): | TAVARES, Maria M.V. | | |
| Title: | A Gestão de Pessoas. Novos rumos desta função nas organizações | | |
| Edition: | 1ª | Year: | 2010 |
| Local: | Lisboa | | |
| Publisher: | Universidade lusiada | | |

| | | | |
|---|---|---|---|
| Author(s): | PINA e CUNHA, Miguel, REGO, Arménio, & All | | |
| Title: | Manual de Gestão de Pessoas e do Capital Humano | | |
| Edition: | 3ª | Year: | 2015 |
| Local: | Lisboa | | |
| Publisher: | Silabo | | |

## 24. Complementary Bibliography

| | | | |
|---|---|---|---|
| Author(s): | CAETANO, António e VALA, Jorge | | |
| Title: | Gestão de Recursos Humanos. Contextos, Processos e Técnicas | | |
| Edition: | 1ª | Year: | 2000 |
| Local: | lisboa | | |
| Publisher: | RH | | |

| | | | |
|---|---|---|---|
| Author(s): | Maria José Sousa, Jorge Gomes, Pedro Gomes Sanches e Teresa Duarte | | |
| Title: | Gestão de Recursos Humanos Métodos e práticas | | |
| Edition: | 2ª | Year: | 2006 |
| Local: | Lisboa | | |
| Publisher: | Lidel | | |



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| Ficha técnica MIP / MIP Datasheet | |
|---|---|
| Título / Title | Course Unit Program 'ESTRATÉGIA DE RECURSOS HUMANOS': Academic Year 2023/2024 |
| Autor / Author | Prof. Doutor JOÃO FERNANDO DE SOUSA MENDES |
| Classificação / Classification | - |
| Descritores / Descriptors | - |
| Colaborador(es) / Colaborator(s) | - |
| Data Hora / Date Time | |
| Formato de dados / Data Format | Texto / Text, PDF |
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