



UNIVERSIDADE LUSÍADA
LISBOA

Course Unit Program
Advanced Techniques on Human Resource Management and Development

Academic Year 2023/2024

1. Organic Unit

Faculty of Business and Economic Sciences

2. Course

HUMAN RESOURCE MANAGEMENT AND ORGANIZATIONAL ANALYSIS

3. Cycle

2nd

4. Course Unit

Advanced Techniques on Human Resource Management and Development (N3107)

5. Scientific Area

6. Curricular Year

1st

7. Type of Curricular Unit / Semester

2nd Semester



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8. Class type and workload (work time)

Practical classes:	0,00
Theoretical-Practical Classes	15,00
Tutorial Guidance:	20,00

9. ECTS Credits

7,50

10. Scientific Area Coordinator

11. Regent

Prof. Doutora JOANA MARTINS GONÇALVES LOPES

12. Assistants

13. Teaching Language

Portuguese

14. General Objectives

Framing the recruitment and selection practices in the context of the strategic development of organizations.

Identify the main challenges of human resource management systems in the context of the global economy.

Characterize the multiple instruments of recruitment and selection, analyzing their predictive validity.

15. Specific Objectives

- Identify the main components of a recruitment process.
- Organize and manage recruitment and selection processes.
- Distinguish different selection methods and their predictive validity.
- Outline research projects in the context of recruitment and selection practices.
- Identify and distinguish socialization plans and their expected effects on the adaptation of the person to the work context.

16. Skills to be acquired

- Manage recruitment and selection programs.
- Decode recruitment requests.
- Know the predictive validity of different selection methods.
- Elaborate and manage socialization plans for employees.



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17. Teaching Methodology

Active method of exposure and questioning by teacher and students. Practical exercises.

18. Course Unit Program

1. Strategic management of human resources, main theoretical approaches. The recruitment and selection practices.
2. Management of workforce diversity in the framework of globalization.
3. Management of human resources in Europe and Portugal.
4. Talent management: Recruitment and Selection
Ethical and legal considerations about talent management
- 4.2. Organization of recruitment processes
- 4.3. research on recruitment methods: e-recruitment; head-hunting
- 4.4 Selection methods: personality questionnaires, intelligence and emotional intelligence, interviews and others
 - 4.4.1. reliability and validity
 - 4.4.2. decision making
 - 4.4.3. research in selection
5. Leadership selection in global organizations
6. Selection of expatriates
7. Team selection
8. Talent management: development and retention

19. Assessment Methods

Group work with oral defense.
Individual work with oral defense.
Test.

20. Didactic Resources

Material to be provided by the lecturer.

21. Sustainability Objectives

SDG 4: Quality Education
SDG 8: Decent work and economic growth

22. Keywords

Recruiting
Selection
Talent management



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23. Main Bibliography

Author(s): Goldstein, H.W., Pulakos, E.D., Passmore, J., & Semedo, C.
Title: The Wiley Blackwell Handbook of the Psychology of Recruitment, Selection and Employee Retention.
Edition: 1 Year: 2017
Local: NY
Publisher: Wiley.

Author(s): J. L. Farr & N. T. Tippins
Title: Handbook of employee selection
Edition: 2nd Year: 2017
Local: London
Publisher: Routledge

Author(s): Cascio, W, & Aguinis, H.
Title: Applied psychology in talent management
Edition: 8 th Year: 2018
Local: Oxford
Publisher: Sage

24. Complementary Bibliography

Author(s): Eubanks, B.
Title: Artificial Intelligence for HR.
Edition: 1^a Year: 2019
Local: NJ
Publisher: Kogan.

Author(s): Cook, M.
Title: Personnel selection: adding value through people
Edition: 2 Year: 2016
Local: London
Publisher: Wiley



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Ficha técnica MIP / MIP Datasheet	
Título / Title	Course Unit Program 'TÉCNICAS AVANÇADAS DE SELECÇÃO E DESENVOLVIMENTO DE RECURSOS
Autor / Author	Prof. Doutora JOANA MARTINS GONÇALVES LOPES
Classificação / Classification	-
Descritores / Descriptors	-
Colaborador(es) / Colaborator(s)	-
Data Hora / Date Time	
Formato de dados / Data Format	Texto / Text, PDF
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