UNIVERSIDADE LUSÍADA
LISBOA

Course Unit Program
Human Resources Management

Academic Year 2023/2024

1. Organic Unit

Faculty of Business and Economic Sciences

2. Course

Marketing

3. Cycle

1st

4. Course Unit

Human Resources Management (V1023)

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. Doutora MARIA MANUELA MARQUES FAIA CORREIA

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 models, concepts and tools of a theoretical and practical nature so that they can:
- Have a conceptual perspective of HRM;
- Have a practical view of matters related to HRM;
- To have fundamental knowledge about the concepts and techniques of personnel management, accompanied by examples.
- Know how to analyze situations, diagnose problems and make decisions based on scientific and technical knowledge of HRM.

16. Skills to be acquired

Students mastery of critical models and tools in HRM.

17. Teaching Methodology

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In order to develop competences for the generic diagnosis of HR policies and to articulate them with the main Management policies, the following methodologies will be used:
1. Expositive on the main theoretical framwork and concepts;
2. Discussion of practical cases;
3. Practical exercises;
4. Preparation and discussion of work in group.

18. Course Unit Program

1. HRM- Framework
1.1. Evolution and theoretical framework
1.2. The new challenges of HRM

2. HR Planning and Recruitment
2.1 HR Planning
2.2 Function description
2.3 Recruitment and Selection
2.4 Reception and integration of workers

3. Remuneration
3.1 Types of remuneration
3.2 Effects of variable compensations

4. Performance, careers and development
4.1. Training and development
4.2. Performance evaluation
4.3. Career and potential management

5. Strategic HR Management and Sustainable HR Management
5.1. Management Strategic HR management and sustainable competitive advantage
5.2. Building the workforce - the alignment challenge:
5.2.2. Talent Management
5.2.3. Work quality and organizational attractiveness: Employer branding and Employee value proposition.
5.3. Sustainable HR Management
5.3.1 Frameworks in sustainable HR management
5.3.2. Global Sustainable HR Management Practices

19. Assessment Methods

Completion of two written tests (weighting factor 3).
Two mandatory group assignments with presentation (weighting factor 2.5).

20. Didactic Resources

Case studies.
Scientific and dissemination articles.
Videos and webinars.

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21. Sustainability Objectives

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

22. Keywords

Human Resources Management
Planning
Recruitment
Compensation
Performance
Sustainability

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23. Main Bibliography

Author(s):	Shaun Tyson		
Title:	ESSENTIALS OF HUMAN RESOURCE MANAGEMENT		
Edition:	6	Year:	2015
Local:	London		
Publisher:	Routledge		

Author(s):	Dessler, G.		
Title:	Fundamentals of Human Resource Management		
Edition:	5	Year:	2018
Local:	New York		
Publisher:	Pearson.		

Author(s):	Teena Mishra		
Title:	Human Resource Management and Internal Marketing		
Edition:	1	Year:	2023
Local:	NY		
Publisher:	Routledge		

24. Complementary Bibliography

Author(s):	Caetano, A. & Vala, J.		
Title:	Gestão de Recursos Humanos. Contextos, Processos e Técnicas		
Edition:	7	Year:	2007
Local:	Lisboa		
Publisher:	Editora RH		

Author(s):	Mariappanadar, S.		
Title:	Sustainable Human Resource Management: Strategies, practices and challenges		
Edition:	1	Year:	2019
Local:	London		
Publisher:	Macmillan international- Red Globe Press		

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LISBOA

Ficha técnica MIP / MIP Datasheet	
Título / Title	Course Unit Program 'GESTÃO DE RECURSOS HUMANOS': Academic Year 2023/2024
Autor / Author	Prof. Doutora MARIA MANUELA MARQUES FAIA CORREIA
Classificação / Classification	-
Descritores / Descriptors	-
Colaborador(es) / Colaborator(s)	-
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