UNIVERSIDADE LUSÍADA
LISBOA

Course Unit Program
Human Resources Strategy

Academic Year 2024/2025

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 2024/2025
Autor / Author	Prof. Doutor JOÃO FERNANDO DE SOUSA MENDES
Classificação / Classification	-
Descritores / Descriptors	-
Colaborador(es) / Colaborator(s)	-
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