UNIVERSIDADE LUSÍADA
LISBOA

Course Unit Program
Advanced Topics on Human Resource Management

Academic Year 2024/2025

1. Organic Unit

Faculty of Business and Economic Sciences

2. Course

HUMAN RESOURCE MANAGEMENT AND ORGANIZATIONAL ANALYSIS

3. Cycle

2nd

4. Course Unit

Advanced Topics on Human Resource Management (N3103)

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. Doutor RUBEN JOSÉ DE ALMEIDA MARTINS RAPOSO

12. Assistants

13. Teaching Language

Portuguese

14. General Objectives

Address:
- The role of People as strategic assets of organisations;
- The positioning of the HR Function as a business partner for line managers;
- Internal marketing as the core aspect in various HR processes;
- Strategic HR management systems.

15. Specific Objectives

- Analyse People Management as internal clients of Organisations;
- Address the role of the HR Function in the development and implementation of a value proposition capable of attracting, retaining, and developing the talent necessary for success;
- Frame the topics of change management within the scope of Human Resource Management;
- Address the most critical and current topics in Human Resource Management, contextualising their current and future relevance.

16. Skills to be acquired

- Ability to diagnose the organisational situation and structure a strategic HR management policy, aligned with the organisation's macro objectives.
- Develop skills to create a value proposition for the internal client.

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17. Teaching Methodology

- Theoretical-practical, using theoretical exposition, group work, and case study analysis and discussion.

18. Course Unit Program

1. People as strategic assets of Organisations;
2. The Human Resource / People Management Function;
3. Organisation Strategy and Strategic People Management;
4. Career Management Models;
5. Human Resource Planning;
6. Recruitment and Selection;
7. Training and Development of Human Resources;
8. Competency Management;
9. Talent Management;
10. Performance Management Systems;
11. Reward Systems;
12. Change Management and its Models;
13. Resistance to Change.

19. Assessment Methods

- Attendance and participation in classes;
- A group or individual project;
- Midterm test.

20. Didactic Resources

- Computer and data show;
- Flip Chart;
- Distribution of case studies.

21. Sustainability Objectives

22. Keywords

- Talents;
- Human Resource Policies;
- Value Proposition;
- Internal Marketing;
- System.

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23. Main Bibliography

Author(s):	Camara,Pedro B,Guerra,Paulo B,Rodrigues,Joaquim V		
Title:	HUMANATOR XXI - Recursos Humanos e Sucesso Empresarial		
Edition:	6ª	Year:	2013
Local:	Lisboa		
Publisher:	Publicações Dom Quixote		

Author(s):	LOPES,Albino		
Title:	Fundamentos da Gestão de Pessoas		
Edition:	1ª	Year:	2012
Local:	Lisboa		
Publisher:	Sílabo		

Author(s):	Pina e Cunha,M.,Rego,A.,Campos e Cunha,R.,Cabral Cardoso,C.,Alves Marques,C.,Gomes,J.		
Title:	Manual de Gestão de Pessoas e do Capital Humano		
Edition:	2ª	Year:	2010
Local:	Lisboa		
Publisher:	Sílabo		

24. Complementary Bibliography

Author(s):	CAMARA,Pedro B.		
Title:	Os Sistemas de Recompensas e a Gestão Estratégica de Recursos Humanos		
Edition:	4ª	Year:	2016
Local:	Lisboa		
Publisher:	Publicações Dom Quixote		

Author(s):	CAMARA,Pedro B.		
Title:	Manual de Gestão e Avaliação de Desempenho		
Edition:	2ª	Year:	2015
Local:	Lisboa		
Publisher:	RH Editora		

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Ficha técnica MIP / MIP Datasheet	
Título / Title	Course Unit Program 'TÓPICOS AVANÇADOS DE GESTÃO DE RECURSOS HUMANOS': Academic Year 2024/2025
Autor / Author	Prof. Doutor RUBEN JOSÉ DE ALMEIDA MARTINS RAPOSO
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