



UNIVERSIDADE LUSÍADA  
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Course Unit Program  
Human Resources Management

Academic Year 2024/2025

**1. Organic Unit**

Faculty of Business and Economic Sciences

**2. Course**

Tourism Management

**3. Cycle**

1st

**4. Course Unit**

Human Resources Management (V2102)

**5. Scientific Area**

**6. Curricular Year**

1st

**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: 7<sup>a</sup> Year: 2016  
Local: Lisboa  
Publisher: Publicações D. Quixote

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

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

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### 24. Complementary Bibliography

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

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

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| Ficha técnica MIP / MIP Datasheet |                                                                           |
|-----------------------------------|---------------------------------------------------------------------------|
| Título / Title                    | Course Unit Program 'GESTÃO 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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