

HUMAN RESOURCES MANAGEMENT

Degree(s)	: Management
Type	: Compulsory course unit
Curricular year/semester	: 3rd year / 2nd Semester
ECTS / hours per week	: 6 ECTS / 4.0 Hours
Workload per week	: 2 Theoretical / Practical x 2 Hours
Teacher responsible	: Professor Maria Eduarda Mariano Agostinho Soares

OBJECTIVES

- Understanding the relationships between HRM, general management and strategic management.
- Analysing HRM main functions, e.g.:
 - Recruitment and selection
 - Performance appraisal
 - Pay and benefits
- Developing skills for analysing HRM information.
- Developing problem-solving and decision-making skills in HRM.
- Developing awareness and sensitivity regarding the impact of decisions on people.

PROGRAM

1. The context of HRM.
 - 1.1. Developmental stages of HRM.
 - 1.2. Legal aspects of HRM.
2. Information systems for HRM.
3. HR planning
4. Strategy and HRM.
5. Recruitment and Selection
6. Careers, Performance Appraisal, Leadership, Pay and Benefits
7. Training and Development, Communication, and Organizational Culture.



BIBLIOGRAPHY

Recommended Bibliography:

- Torrington, D., Hall, L., Taylor, S., & Atkinson, C. (2008): *Human Resource Management, 7th ed*: Prentice Hall Europe.

Optional Bibliography:

- Ivancevich, J.M. (2008) *Gestão de recursos humanos*, ed. 10ª McGraw-Hill
- Boislandelle Mahe de (1988): *Gestion des Ressources Humaines dans les PME*. Paris: Ed. Economica
- Câmara, Pedro B, Guerra, Paulo Balreira, Rodrigues Joaquim Vicente (1997): *Humanator, Recursos Humanos e Sucesso Empresarial*. Lisboa: Publicações Dom Quixote
- Peretti, J.-M. (1994). *Recursos Humanos*. Lisboa: Edições Sílabo