

SUBJECT SYLLABUS ACADEMIC OVERVIEW INTERNATIONAL SCHOOL OF ECONOMIC & ADMINISTRATIVE SCIENCES

COURSE NAME AND CODE: Human Resources (81111)

PROGRAM:

Bachelor of Business Administration (BBA)
Bachelor of Administration & Service (BA&S)

LEVEL OF STUDY: Undergraduate Programme

Bachelor of International Marketing & Logistics Administration (BIMLA)

Bachelor of Gastronomy (GAS)

GENERAL ACADEMIC INFORMATION									
LATEST UPDATE	2020-2								
ACADEMIC DEPARTMEN T	Administration & Organizations								
SUBJECT TYPE	Mandatory								
LANGUAGE	Spanish								
	Programme		Semester						
	ВВА		5						
SEMESTER	BA&S		6						
	BIMLA		6						
	GAS		6						
NUMBER OF									
ACADEMIC	3								
CREDITS									
HOURS OF									
ACADEMIC WORK	144	CONTACT HOURS	64	HOURS OF INDEPENDENT/AUTONOMOUS WORK 80					



LEARNING PREREQUISIT ES	N/A								
INTERNATIO NAL COMPONEN T	 National and international standards, policies, regulations and mores related to the professional field. Vocabulary and technical language to communicate in different cultural contexts. International guests 								
SUSTAINABL E DEVELOPME NT GOALS (SDG)	4. Quality Education								
COURSE DETAIL COURSE DESCRIPTIO N	The subject facilitates the appropriation of knowledge, methodologies and instruments used in the areas of human management of an organization for the management of the macro processes of the area (attract, retain, develop, maintain and disconnect) in order to carry out an effective administration and efficient human resources in the context of the 4.0 revolution.								
KEY WORDS:	Human talent, macro processes, processes, human management								
	EICEA ILOS or Programme ILOS	Course ILOS	Туре	Content	Teaching and Learning strategy	Assessment Method			
COMPETENC ES DEVELOPED	ILO01 ILO03 ILO04	Assess the different challenges and challenges faced by the areas of human talent in the context of the 4.0 revolution. from a technical and human perspective.	Attitude	Challenges and defiances of Human Talent Management	Theoretical Class	Formative Assessment			



IL	-001	Distinguish	the Kno	owled	Structure of the Human Talent	Projects Based	Summative
	_O02	functions,		ge	Administration Area Profile of	Learning	Assessment
IL	_O03	•	and		the Human Talent executive	o l	
IL	_O04	importance of	а		Strategic management of		
IL	_O06	Human Talent are	ea in		human talent		
		a company.					
		. ,			Success Stories of Best		
					Practices in Human Talent		
					Management		
					Linking and integration of	Observation	
					people to the organization:	Based Learning	
					Recruitment, selection, hiring		
					and Induction		
					People development: training		
					and talent development (career		
					plan).		
					People performance:		
					performance / performance		
					management		
					Permanence of people:		
					compensation, well-being and		
					health of people		
	_O03	Define the b	pasic S	Skill	Organization and planning of	Experiment Based	Formative
	_O04	processes of Hui	man		the human management area:	Learning	Assessment
	_O06		ring,		Competency management	Collaborative	
	BA ILO08	training, performa	ance		model, Occupational analysis	Learning	
	IMLA ILO09	evaluation,			and job description		Summative
BA	A&S ILO09	remuneration, v	well-				Assessment
		being and retiren	nent				
		plans)					



ILO06	Understand	the	Knowled	Understand the current labour	Theoretical Class	Formative
	current	labour	ge	regulations regarding the		Assessment
	regulations regarding			settlement of wages, benefits		
	the settlement of			and compensation.		
	wages, benefits and			Disengagement of people.	Observation	
	compensation	٦.			Based Learning	

ILO01: Global Vision: Demonstrate an understanding of multicultural environments both in local and global contexts.

ILO02: Critical Thinking: Evaluate information using critical and analytical reasoning to address changing economic and business situations.

ILO03: Teamwork: Understand and work with others of different backgrounds to solve problems, develop meaningful relationships, and share knowledge.

ILO04: Ethics & Social Responsibility: Demonstrate awareness of ethical issues in business environments and contribute to the improvement of social conditions.

ILO06: Understand principles and concepts of administration: Demonstrate specific knowledge in the field according to the level of study (Bachelor).

BBA ILO08: Communication: Communicate effectively in written and spoken manner in Spanish and English.

BA&S ILO09: Communication: Communicate effectively in written and spoken manner in Spanish and English and three levels of third language.

BIMLA ILO09: Communication: Communicate effectively in written and spoken manner in Spanish, English, and a third language.



BIBLIOGRAP HY

- Bohlander, G. y Scott, S. (2013). Administración de Recursos Humanos, Cengage Learning, Decima Sexta edición.
- Chiavenato, I. (2017). Administración de Recursos Humanos: El Capital humano de las organizaciones., Décima Edición. Editorial Mc Graw Hill.
- Dessler, G. y Varela, R. (2011). Administración de recursos humanos. Enfoque latinoamericano. Pearson Educación, México. Quinta edición.
- Gestion.com. Artículos y vídeos. Base de datos. Universidad de La Sabana.