

**SUBJECT SYLLABUS
ACADEMIC OVERVIEW
INTERNATIONAL SCHOOL OF ECONOMIC & ADMINISTRATIVE SCIENCES**

COURSE NAME AND CODE: Management of Human Talent (552702)

PROGRAM:

Bachelor of Business Administration (BBA)

LEVEL OF STUDY:

Undergraduate Programme

GENERAL ACADEMIC INFORMATION				
LATEST UPDATE	2020-2			
ACADEMIC DEPARTMENT	Administration & Organizations			
SUBJECT TYPE	Mandatory			
LANGUAGE	Spanish			
SEMESTER	Programme	Semester		
	BBA	7		
NUMBER OF ACADEMIC CREDITS	3			
HOURS OF ACADEMIC WORK	192	Contact hours	64	Hours of independent/autonomous work 80
LEARNING PREREQUISITES	Human Management, Distinguish the different types of organizational structure that human management areas have. Apply the existing concepts and tools for the use of the competency management model, and the occupational analysis and job description. Apply the existing concepts and tools for the macro-process of engagement: recruitment, selection, hiring and induction. Differentiate the existing concepts and tools for the development of people: training and talent development. Compare the different types of compensation, wellness and health plans that are offered in companies to achieve the permanence of employees.			

INTERNATIONAL COMPONENT	<ul style="list-style-type: none"> • National and international standards, policies, regulations and mores related to the professional field. • Vocabulary and technical language to communicate in different cultural contexts. 					
SUSTAINABLE DEVELOPMENT GOALS (SDG)	4. Quality Education					
COURSE DETAILS						
COURSE DESCRIPTION	The subject facilitates the appropriation of knowledge, procedures, techniques and behaviours necessary to achieve a strategic, rational and effective management of human talent in an organization, taking as a context the existing trends in the management of human talent in a globalized and digitized world.					
KEY WORDS:	Human talent, Management, Trends, globalization, digitization					
COMPETENCES DEVELOPED	EICEA ILOS or Programme ILOS	Course ILOS	Type	Content	Teaching and Learning strategy	Assessment Method
	ILO06 ILO03	Identify the management policy at all levels related to the functions and responsibilities of the Human Talent Directorate	Knowledge	The strategic direction of human talent	Theoretical Class	Formative Assessment
				Strategic planning of human talent	Thinking-Based Learning	Summative Assessment
	ILO02 ILO04 ILO06	Define the concepts, procedures, techniques and behaviours necessary to achieve a strategic,	Skill	Managing a results-based salary structure and flexible salary concept	Simulation Scenarios	Formative and Summative Assessment
				Collective labour relations	Theoretical Class	Formative Assessment

		rational and effective Management of Human Talent in organizations.		Evaluation and audit of a human talent system	Observation Based Learning	Formative and Summative Assessment
				Personnel retention policies and strategies	Theoretical Class	Formative Assessment
	ILO01 ILO02 ILO06 BBA ILO08	Establish effective relationships between the processes that are managed in the various areas and the Human Talent Management of a company.	Knowledge	Human talent management in international settings	Theoretical Class	Formative and Summative Assessment
				Family responsible companies	Case Study	
				Succession plans	Observation Based Learning	
				Happiness and quality of work life	Discovery Based Learning	
<p>ILO01: Global Vision: Demonstrate an understanding of multicultural environments both in local and global contexts.</p> <p>ILO02: Critical Thinking: Evaluate information using critical and analytical reasoning to address changing economic and business situations.</p> <p>ILO03: Teamwork: Understand and work with others of different backgrounds to solve problems, develop meaningful relationships, and share knowledge.</p> <p>ILO04: Ethics & Social Responsibility: Demonstrate awareness of ethical issues in business environments and contribute to the improvement of social conditions.</p> <p>ILO06: Understand principles and concepts of administration: Demonstrate specific knowledge in the field according to the level of study (Bachelor).</p> <p>BBA ILO08: Communication: Communicate effectively in written and spoken manner in Spanish and English.</p>						
BIBLIOGRAP HY	<p>Textos básicos:</p> <ul style="list-style-type: none"> • Snell, S. y Bohander, G. (2013). Administración de Recursos Humanos, Cengage Learning, Décima sexta edición, México, 2013. Texto Guía. • Chiavenato, I. (2007). Administración de Recursos Humanos, Editorial McGraw-Hill, México. • Rodríguez, J. (2007). Administración moderna de Personal, Editorial Thomsonl, Mexico, 2007. 					