

**FITXA IDENTIFICATIVA****DADES DE L'ASSIGNATURA**

Codi: 46447
Nom: Recursos Humans
Cicle: Màster Universitari Oficial
Crèdits ECTS: 5
Curs acadèmic: 2025-26

TITULACIONS

Titulació	Centre	Curs	Període
2248 - International Joint Research Master Work and Organizational Psychology	Facultat de Psicologia i Logopèdia	1	Primer quadrimestre

MATÈRIES

Titulació	Matèria	Caràcter
2248 - International Joint Research Master Work and Organizational Psychology	Human resources	OBLIGATÒRIA

COORDINACIÓ**RESUM**

This course is taught at Maastrich University, during the first semester at the first academic year.

Prof. M.W.J. van de Wiel is the coordinator lecturer.

People are the core of organisations. They set the goals, plan, design, organise and carry out the work and run the business. To be successful, organisations need to find, develop, and retain the best possible employees. In this course, students will reflect upon psychological research and theories that may contribute to human resource management (HRM) practices in organisations. The practices discussed in this course are job analysis, recruitment, personnel selection and assessment, training, performance appraisal and performance management, continuous professional development, career development, talent management, compensation, employee relations and employee retention. The use of a strategic approach to human resource management means that the practices listed above need to be coordinated to achieve organisational goals, since they form sequential, but interdependent steps in employing personnel in an organisation. The organisational goals therefore need to be translated into criteria for employee behaviour, attitudes, and performance. Subsequently, instruments need to be selected or developed to measure whether the criteria are met. Students will discuss how these criteria can be set and tested and how the usefulness of HRM practices can be evaluated to improve organisational performance.



The course aims to connect research, theory and practice. Therefore, students must apply their knowledge to specific problems and complete assignments whilst using and discussing real-life examples of HRM practices. In addition, students gain insight into the field of Work and Organizational Psychology and HRM by following guest lectures by practitioners and by sessions organised by an HRM consultancy. In these sessions, they gain hands-on experience with assessment instruments and techniques used in selection processes and personnel development.

Finally, students identify a gap in the existing literature and write a research proposal in a group.

CONEXIMENTS PREVIS

RELACIÓ AMB ALTRES ASSIGNATURES DE LA MATEIXA TITULACIÓ

No s'ha especificat restriccions de matrícula amb altres assignatures del pla d'estudis.

ALTRES TIPUS DE REQUISITS

Sense requisits prèvis.

COMPETÈNCIES / RESULTATS D' APRENENTATGE

2248 - International Joint Research Master Work and Organizational Psychology

Be able to analyse, evaluate, interpret and synthesize research methods, data, theories and publications in the field of work and organisational psychology.

Be able to apply theories, interventions, instruments and evaluation methods to practice in the field of work and organisational psychology.

Be able to communicate effectively in English, both orally (group discussions, presentations) and in writing, on topics related to work and organisational psychology.

Be able to communicate scientific theories and empirical results in an understandable manner, to both professionals (experts and non-experts) and lay audiences (including clients).

Be able to make a critical assessment of a research question and an experimental design, taking into account the ethical responsibilities in research.

Be able to read, understand, integrate and critically reflect on scientific communications, professional reports and new developments.

Be able to reflect on one's own professional behaviour and development (including ethical considerations and obligations).

Be able to work in an international team.

Be able to write scientific reports in the form of practical reports, master's theses and/or scientific publications following scientific standards.



Students have the knowledge and understanding that provide a basis or an opportunity for originality in developing and/or applying ideas, often within a research context.

DESCRIPCIÓ DE CONTINGUTS

1. Paraules clau

Pràctiques de recursos humans
Anàlisi de llocs de treball, selecció i reclutament
Capacitació, avaluació i gestió de l'acompliment
Desenvolupament professional i de carrera
Compensació
Relacions amb els empleats
Gestió del talent, retenció d'empleats
Gestió estratègica de recursos humans
Pràctica basada en l'evidència

VOLUM DE TREBALL (HORES)

ACTIVITATS PRESENCIALS

Activitat	Hores
Teoria-Pràctiques	50,00
Total hores	50,00

ACTIVITATS NO PRESENCIALS

Activitat	Hores
Estudi i treball autònom	75,00
Total hores	75,00

METODOLOGIA DOCENT

Assignment(s),

Lecture(s), PBL,

Presentations,

Work in subgroups



AVALUACIÓ

Assignment

Final paper

Written exam

Participation

Presentation

BIBLIOGRAFIA