

TEACHING GUIDE

Course information	
Full name	International and Contextual Management of HR
Code	0000012191
Title	Máster Universitario en Gestión de Talento /
Taught in	Master in Talent Management
Level	Postgraduate Official Master's Degree
Four month period	Quarterly
Credits	2,0 ECTS
Type	Mandatory
Person in Charge	Amaia Arizkuren Eleta
Office hours	Continuous availability via email

Professor information	
Professor	
Name	Amaia Arizkuren Eleta
Department / Area	Advantere
Office	Continuous availability via email
Email	a.arizkuren@advantere.org

SPECIFIC DATA OF THE COURSE

Contextualization of the course

Contribution to the professional profile of the degree

The way of organizing people in an internationalized company is a relevant factor for its success. Those responsible for Human Resources are, together with the General Management, those who must design the HR Management strategy in each of the subsidiaries, and its coordination with that of the parent company itself, as well as the different selection and attraction policies of the talent, both from local teams in different countries and from expatriates.

Competences - Goals		
Competences		
GENERAL		
CG6	CG6. Being able to analyze and make decisions regarding talent management, based on the combination of a global perspective and orientation that allows it to adapt to global markets and another, more local one, adapted to the idiosyncrasy of each country, respecting in all cases the current economic, regulatory, social and cultural aspects.	
	RA6	Ability to analyze current problems, in the local and global environment, taking into account economic, cultural and social aspects and those that intervene in the management of human talent in organizations.

THEMES AND CONTENT

Contents-Themes
Introduction
International HR Management Planning
International Selection
International training
International retribution
Repatriation
Management of multicultural teams

TEACHING METHODOLOGY

General methodological course aspects
Presential Methodology: Activities
<p>Professor's presentation.</p> <p>Open question analysis.</p> <p>Cooperative work of the students who, in small groups, must carry out 3 projects.</p> <p>Presentations of the projects must be evaluated and criticized by the rest of the classmates and by the professor in order to go deeper into the course.</p>
Non-presential Methodology: Activities

Single study.

Individual reading of different types of texts (cases, books, magazines, articles, press, Internet publications, reports on practical experiences, etc.) related to the study courses.

Cooperative work of students who, in small groups, receive a task that requires sharing information and resources among members with a view to achieving the common goal.

SUMMARY OF HOURS OF WORK OF THE STUDENT

PRESENTIAL HOURS					
Professor Exposition	Student exhibition. Debates and group dynamics	Exercises and problem solving. Elaboration of applied work	Analysis and documentation	Tutorial sessions	Development of real projects for organizations
5	7	8.25	0	0	0
NON-PRESENTIAL HOURS					
Professor Exposition	Student exhibition. Debates and group dynamics	Exercises and problem solving. Elaboration of applied work	Analysis and documentation	Tutorial sessions	Development of real projects for organizations
0	0	21.75	21	0	1
ECTS CREDITS: 2,0 (64,00 hours)					

EVALUATION AND GRADING CRITERIA

Graded Activities	Evaluation Criteria	% of Total Grade
Individual knowledge test.	Adequacy of the work to the objectives set. Delivery on time. Adaptation and orientation to the objectives. Results achieved. Deadlines.	35
Collective applied works that may or may not be presented publicly.	Presentations and defenses of projects applied to companies, course projects, resolution of practical cases.	50
Active participation of the student in the classroom.	Quality and timeliness of interventions, predisposition and commitment, initiative, assistance.	15

Grades

The evaluation criteria of the course are governed by the following regulations:

1. All students must comply with 100% attendance on the days set for this course. Any absence must be justified.
2. The final mark corresponds to the sum of the evaluation activities, evaluation criteria and weight described in the Evaluation and Qualification Criteria section.
3. Individual and group work must be delivered on time and in the manner provided by the course professor.
4. A final mark below 5 implies the completion of an extraordinary test. The final grade in this exam may not be higher than the median of those approved in the ordinary call.

Evaluation criteria to apply to the second enrollment

The student enrolled in the course for the second year must comply with the individual and group tasks set by the professor of the course. The same evaluation criteria expressed in the Evaluation and Qualification Criteria section will be maintained.

For those circumstances not foreseen in this Teaching Guide, the Advantere School of Management Regulations and the Comillas General Regulations will apply.

BIBLIOGRAPHIES AND RESOURCES

Basic Bibliographies

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