

## TEACHING GUIDE

Course Information	
Full name	Master's Final Project
Code	0000012202
Degree	<a href="#">Master's Degree in Talent Management / Master in Talent Management from Comillas Pontifical University</a>
Taught in	Master's Degree in Talent Management / Master in Talent Management
Level	Postgraduate Official Master's Degree
Term	Quarterly
Credits	10,0 ECTS
Type	Mandatory
Person in charge	Pedro César Martínez Morán
Office hours	Continuous availability via email

Professor Information	
Professor	
Name	Pedro César Martínez Morán
Department / Area	Advantere
Office	Continuous availability via email
Email	p.martinez@advantere.org

## **SPECIFIC COURSE INFORMATION**

### **Course contextualization**

#### **Contribution to the professional profile of the degree**

The Master's Final Project (MFP) is the culmination of the entire postgraduate training plan.

In this work the student, accompanied by a tutor or director of MFP, must demonstrate the skills acquired during the course and do it autonomously to articulate their knowledge in a written document and then defend it before a court. Initiative, autonomy, analytical skills, and time planning and organization are essential to successfully carry out this task.

The Master's Final Project involves the completion by the student of a project, report or study, in which he/she applies and develops the knowledge acquired during the Master's program.

#### **Prerequisites**

In order to be able to present and defend the Master's Final Project, the student must have passed all the courses of the Master's program.

Competences- Objectives		
Competences		
GENERAL		
<b>CG1</b>	Define, design, develop, write and present conclusions and results of talent management projects.	
	<b>RA1</b>	Ability to engage in the development of experimental talent management projects based on real data, managing and aligning client needs with available resources, optimally distributing work, communicating and projecting its different phases, proposing real solutions and making efficient all interactions with the team, clients and other stakeholders.
<b>CG2</b>	Use critical thinking for decision making and problem solving in talent management processes.	
	<b>RA2</b>	Interpret, analyze, synthesize and evaluate ideas, and do so from a critical point of view.
<b>CG4</b>	Exercise of a global mentality applied to listening, negotiation and work in multidisciplinary teams for talent management.	
	<b>RA4</b>	Present or exchange information and ideas effectively, either orally or in writing and with the use of visual or graphic aids.
<b>CG8</b>	Exhibit initiative, creativity and entrepreneurial spirit in the application of talent management strategies and practices.	
	<b>RA8</b>	Develop the ability to generate original processes, ideas and projects in talent management through divergent thinking and the application of learned models and techniques, evaluating and efficiently taking advantage of available resources.
<b>CG9</b>	Employ, take advantage of and use, efficiently and safely, the technological and digital resources that are applied in talent management in organizations.	
	<b>RA9</b>	To be able to critically, creatively and safely use information and communication technologies in the management of talent in organizations, using applications and taking advantage of Internet resources.

SPECIFIC		
<b>CE13</b>	Know how to conduct quantitative or qualitative research, and propose real solutions to a human resources in any organization.	
	<b>RA2</b>	To be able to elaborate, explain and defend any type of project in front of an expert audience.



## THEMES AND CONTENT

### Contents – Themes

#### Master's Final Project

The Master's Final Project (hereinafter MFP) is the culmination of the entire postgraduate training plan followed during the Master in Talent Management. In this work, the student must apply the skills acquired during the course and do it autonomously to articulate their knowledge in a written document that will be subsequently defended before a tribunal. Initiative, autonomy, analytical skills, and time planning and organization are essential to successfully complete this task.

The following considerations should be followed:

- The chosen topic must have the approval of the Tutor and be of recognized interest or significance.
- It should adequately explain its insertion within the professional debate that the object of study has raised.
- The work must include an updated bibliography.
- The pertinence of the chosen methodology in relation to the stated objectives and the treatment of the topic should be made explicit.
- Coherence in the presentation of the contents and structure of the paper.
- Clarity in the presentation.
- Presentation of conclusions adjusted to the development of the argument of the text.
- Adequate use of sources and bibliographic resources in general.

## TEACHING METODOLOGY

### General methodological course aspects

#### Presential Methodology: Activities

Short presentations. Essays for the defense before the tribunal.

Project-based learning stimulates inductive learning. From the application of knowledge to concrete projects, the different tools to be applied are constructed and possible answers to companies and sectors are induced.

#### Non-presential Methodology: Activities

Individual work of the students. Writing of short reports.

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

Drafting of the MFP. Insertion of the corrections sent by the MFP director to the student.

**SUMMARY OF STUDENT WORK HOURS**
**PRESENTIAL HOURS**

Professor Exposition	Student exhibition. Debates and group dynamics	Exercises and problem solving. Elaboration of applied work	Analysis and documentation	Tutorial sessions	
5	5	11,5	0	7,5	

**NON PRESENTIAL HOURS**

Professor Exposition	Student exhibition. Debates and group dynamics	Exercises and problem solving. Elaboration of applied work	Analysis and documentation	Tutorial sessions	
0	0	218,5	45	7,5	

**ECTS CREDITS: 10,0 (300,00 hours)**

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**EVALUATION AND GRADING CRITERIA**

Graded Activities	Evaluation Criteria	% of total grade
Evaluation of the Master's Final Project case study	Work adequacy to the objectives set On time delivery Goal adequacy and focus Reached goals Deadline achievement	80
Public defense of the Master's Final Project	Presentations and defense of the Master's Final Project	20



## 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 grade corresponds to the sum of the graded activities, evaluation criteria and % of total grade described in the Evaluation and Grading Criteria section.
3. Individual and group work must be delivered on time and in the manner planned 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 passed at the time of set exams.

### **The Evaluation Criteria to enroll for a second year**

The student enrolled in the course for the second year must comply with the individual and group tasks set by the course professor. The same evaluation criteria described in the Evaluation and Grading 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

American Psychological Association (2020). Apa Style Tutorial. Recuperado de <http://www.apastyle.org/learn/tutorials/basics-tutorial.aspx> [última consulta: 24/11/20].

American Psychological Association (2020). Publication manual of the American Psychological Association (7th ed.). <https://doi.org/10.1037/0000165-000> Fundéu BBVA. Recuperado de <http://www.fundeu.es/> [última consulta: 23/11/20].

American Psychological Association (01 de enero de 2020). Style and Grammar Guidelines. Recuperado el 17 de enero de 2020 de <https://apastyle.apa.org/style-grammarguidelines/index>

Matas-Terron, A. (2018). Estilo y redacción de trabajos académicos.

Real Academia Española (2020). Diccionario panhispánico de dudas. Recuperado de <http://www.rae.es/recursos/diccionarios/dpd> [última consulta: 24/11/20]. Romero Medina, Agustín (2014). Normas de estilo en la redacción de trabajos académicos. Recuperado de [www.um.es/docencia/agustinr/.../APAResumenNormas-v7-Julio2014.pdf](http://www.um.es/docencia/agustinr/.../APAResumenNormas-v7-Julio2014.pdf) [última consulta: 23/11/20].

Seco, J. M. (2006). Diccionario de dudas y dificultades de la lengua española. Madrid: Espasa-Calpe.

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