

MAS



## UNIVERSIDAD DE GUADALAJARA

CENTRO UNIVERSITARIO DE  
CIENCIAS ECONÓMICO ADMINISTRATIVAS  
TER **B**USINESS ADMINISTRATION

### COURSE PROGRAM

1. - SUBJECT

Human Capital

2. - SUBJECT CODE

D0847

3. - PREREQUISITES

None

4. - SERIATION

None

5. - TRAINING AREA

Mandatory Especializante

6.- DEPARTMENT

Human Resources

7.- ACADEMY

Human Resources Control

8.- TYPE OF COURSE

Classroom

9.- TYPE OF SUBJECT

Course

10.- SCHEDULE

THEORY	PRACTICE	TOTAL
24	24	48

11.- CREDITS

6

12.- EDUCATION LEVEL

Master Degree

### **13. - PRESENTATION**

During the course you will learn the general aspects that make the management of Human Resources and Talent and Human Capital as a strategic asset of any organization.

### **14.- EDUCATION STUDENT PROFILE**

### **15.- OBJECTIVES OF THE PROGRAMME**

#### **General objectives:**

- Knowing the basics of Human Resources Management and Talent and Human Capital as a strategic asset of any organization.
- Assess the various systems and tools of human resource management, to apply the most appropriate depending on the size and characteristics of the organization.

#### **Specific objectives:**

- Analyze the historical context of human resources management.
- Develop the diagnosis of human capital in organizations.
- Propose alternatives for improvement or development of human capital in organizations with adherence to the legal standards.

### **16.- THEMATIC CONTENT**

#### **UNIT 1. Historical development of human capital from a psychosocial perspective.**

1.1 Historical development of human resource management and human capital:

1.1.2 Industrial Revolution

1.1.3 Systems Approach.

1.1.4 The rise of human capital of the twentieth century.

1.1.5 Trends in human capital in the XXI century: human capital as a strategic asset.

#### **UNIDAD 2. Strategic importance of human capital**

2.1 Knowledge management

2.2 The intangible capital.

2.3 Human capital.

2.4 The emotional capital.

**UNIT 3. Planning and allocation of human capital**

- 3.1 Human capital planning.
- 3.2 Recruitment
- 3.3 selection
- 3.4 organizacional integration

**UNIT 4. Training and Development**

- 4.1 Fundamentals of Training
- 4.2 Integral Training Model
  - 4.2.1 Planning.
  - 4.2.2 Organization.
  - 4.2.3 Execution.
  - 4.2.4 Control.
- 4.3 Competency Standards.

**UNIT 5. Performance assessment**

- 5.1 Objectives of the performance evaluation.
- 5.2 Benefits of performance evaluation.
- 5.3 Performance evaluation methods.

**UNIT 6. Safety and Health at Work**

- 6.1 Fundamentals of Safety and Health at Work.
- 6.2 Models Management Safety and Health at Work.
- 6.3 Mexican Official Standards (STPS).
- 6.4 Social Security.

**UNIT 7. Legal framework of individual employment relationship**

- 7.1 Contract process.
  - 7.1.1 Employment relationship.
  - 7.1.2 Contract Types.
  - 7.1.3 Labor rights.
- 7.2 Wage protection norms.
- 7.3 Suspension of employment.
- 7.4 Rescission of the employment relationship.
- 7.5 Terminación de la relacion laboral.

**17.- REFERENCES:**

ADMINISTRACION DE RECURSOS HUMANOS

AUTORES: Waune Mondy y Robert M. Noe  
ED. Pearson. Prentice Hall

ADMINISTRACION DE PERSONAL

AUTORE: GARY DESSLER  
ED. PEARSON. PRENTICE HALL

ADMINISTRACION DE PERSONAL

AUTORES: CHRUDEN/SHERMAN  
ED. C.E.C.S.A.

DIRECCION DE PERSONAL Y RECURSOS HUMANOS

AUTORES: WILLIAM WERTHER/KEITH DAVIS  
ED. MC. GRAW HILL

ADMINISTRACION DE RECURSOS HUMANOS

AUTOR: IDALBERTO CHIAVENATO  
ED. MC GRAW HILL

SEGURIDAD E HIGIENE EN EL TRABAJO

AUTOR: JOSÉ MARÍA CORTÉS DÍAZ  
ED. ALFAOMEGA

GESTION DE LA PREVENCIÓN DE RIEGOS LABORALES

AUTOR: JUAN CARLOS RUBIO ROMERO

ENFOQUE CREATIVO EN RRHH PARA LAS PYMES MEXICANAS

AUTORES: ROBERTO ALMEIDA VÁZQUEZ  
ALMA ALMEIDA NAVARRO ED.

**18.- PROFESSIONAL APPLICATION**

The student of this art will organize professional management in the area of human capital management with regional scientific and technical knowledge that can be applied in the field of local development, national

**19.- PROFESSOR**

Mtro. Gabriel Alejandro Manzano Hernández

**20.- PROFESSOR PROFILE:**

Academic knowledge will have on human capital in organizations who will perform the role of facilitator in the diagnosis of the environment of public or private enterprise from the application of the principles of management.

**21.- LEARNING PROCESS**

For each of the activities evaluation criteria, you'll find them at the end of each activity instruction developed. You must keep in mind each of the criteria, in order to achieve competition, and also get the score established.

**22. - EXTRACURRICULAR ACTIVITIES**

The course takes place in mixed form since implemented to work it in person and virtually enriched.

**23.- FORMULATION, APPROVAL AND VALIDATION****24. - ASSESSMENT OF LEARNING:**

<b>Resolution two written exams</b>	60 pts.
<b>Group participation</b>	20 pts.
<b>Individual participation in class</b>	20 pts.
<ul style="list-style-type: none"> <li>• Homework</li> <li>• Analysis and resolution of cases</li> <li>• Analysis Video</li> <li>• Integrator Work</li> </ul>	
<b>Total</b>	<b>100</b>

**25.- CURRICULUM ASSESSMENT**

**26.- CURRICULUM MAP**

**27.- PARTICIPANTS AND DATE PROCESSING PROGRAM**

Mtro. Gabriel Alejandro Manzano Hernández, 2015