

Course Syllabi

1. CSCO-00120 HUMAN TALENT MANAGEMENT

2. 96 credits hours.

3. Bibliography

- Administración de Recursos Humanos., Chiavenato, Idalberto., 2017
- Dirección Estratégica de Recursos Humanos. Gestión por competencias, Alles, Martha., 2011

4. Specific Course Information

a. The present subject reveals the fundamental principles that guide the management of human talent in the modern company and the development of successful managerial skills and competences and enhance the effectiveness of the human factor in the industry, according to the new management approaches that allow them to apply the techniques and tools necessary to obtain, maintain and enhance the human factor as the main asset contributing to the business competitiveness, facing effective the globalised and highly competitive environment, also assuming effective positions of leadership, decision-making, skills to prevent and solve human conflicts in the context of the organizations. It will develop organizational conditions of application, full implementation of human resources satisfaction both as advisor, head of the personnel department, consulting processes in the area of personnel and scope of individual and general objectives within the business field and or To achieve efficiency and effectiveness with available human resources. To contribute to the success of the company or corporation. to respond ethically and socially to the challenges presented by society in general in the field of production and management of human talent and to generate an environment conducive to work for the human factor, selecting the best methods, processes, procedures, in an integral way for the well-being of the human factor. This subject contributes to the profile of the career in vocational training: RAbet1, RAbet3, RAbet4, RAbet5.

b. Corequisites:

- DERE-00016 ECUADORIAN LEGISLATION

c. Prerequisites:

- CSCO-00121 INDUSTRIAL PSYCHOLOGY

5. Learning Objectives of the Course

a. To establish, provide, maintain and develop a highly qualified and motivated human resource to achieve the objectives of the institution through the application of efficient programs of the management of human talent through teamwork, and efficient communication, as well as to ensure compliance with the rules and procedures in force, in matters of competence and their ethical development in the field of action solving problems demanded by the organizations.

- To apply new knowledge It allows you to identify the different models of Human Resources Management.

- Design competency models to analyze problems and optimize results.

- Develop and carry out appropriate experimentation through data analysis for the evaluation and development of staff.

- Apply new knowledge that allows you to identify the different models of Human Resources Management.

b. Learning Outcomes

- Domain: cognitivelevel: applicationcommunicate professional topics to an effective audience range

- Domain: psychomotor level: synthesis\$!works on a team whose members together provide leadership, create a collaborative and inclusive environment, set goals, work plans and achieve goals effectively \$!
- Domain: cognitivelevel: understandingapply engineering design to produce solutions that meet specific needs taking into account public health, safety and well-being, as well as global, cultural, social, environmental and economic factors
- Domain: cognitive:level: understanding:plan alternatives to problem solving, using information from production management indicators.

6. Course Topics

- Introduction to the study of human resources and human resources management by competition
- Analysis and post description
- Attraction, selection and incorporation of the best candidates (staff selection)
- Training and training
- Design assessment
- Care of the intellectual capital
- Remunerations and benefits (wage policies)
- Professional youth plan (human development)
- End of labour relationship