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**UNIVERSITY OF ALICANTE COURSE OFFER – ACADEMIC YEAR 2022/23**

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**1. Transform4Europe: Human Resources Management.  
Skills for managing people in a global context (3 ECTS)**

Modality: ONLINE (80% Attendance Compulsory)

Dates: February 6–15, 2023

**SYLLABUS AND OBJECTIVES OF THE COURSE:**

To acquire skills to manage people in a global context by examining the current international and competitive challenges and learning how to make successful managerial decisions in human resources management.

1. Analyze the international and competitive challenges for managing people: diversity, rapid business changes, globalization, flexibility and Internet.
2. Develop organizational skills to improve people: competitive position, decentralization, downsizing, work teams, outsourcing, organizational culture and technology.
3. Improve skills to match people and organizations: increase productivity, avoid loss of talent, telecommuting, e-learning and empowerment.
4. Examine training techniques to “make skills” in line with the organizational objectives.
5. Introduce and analyze different compensation and pay practices.
6. Implant motivational practices for employees in a win-win strategy between the organization and employees.
7. Describe how to evaluate people to earn a competitive advantage and develop a job analysis and job description.
8. Learn to make successful managerial decisions in relationship with hiring talent (recruitment and selection techniques).
9. Make decisions about employee separations. Discuss how to avoid lay-offs and, in case, how to manage it and introduce an outplacement program.
10. Improve communication practices: networking, managing meetings, develop an employee handbook, a suggestion system, and an employee recognition program.

11. Analyze how to manage people in the international context: different policies and practices with expatriates (selection, training, career development and compensation).

ASSESSMENT: 20% Attendance and Participation + 80% Resolution of discussing cases during the course.