



FUNDAÇÃO ARMANDO ALVARES PENTEADO
CENTRO UNIVERSITÁRIO ARMANDO ALVARES PENTEADO

Course: PEOPLE MANAGEMENT AND THE FUTURE OF WORK	Code: GRA0942	Workload: 36
Program: AG - BUSINESS ADMINISTRATION		

COURSE DESCRIPTION

Organizational Theories. Organizational Guidelines and Human Resources Policies. The Labor Market and Employment Models in Companies. Labor Relations. Subsystems of People Management. Trends in People Management for attracting and retaining professionals.

COURSE OBJECTIVES

The course aims to enable students to:

- understand the importance and practices of people management in organizations, using conceptual skills that can contribute to greater quality and productivity through the qualification and motivation of employees;
- develop analytical and critical reasoning to identify the main issues related to management practices, labor legislation and economic scenarios or crises that affect forms of hiring and people management in companies;
- make people management decisions always grounded in organizational strategies.

METHODOLOGY

Lectures, article readings, case analysis, discussion of recent news in the field, classroom activities and fieldwork.

COURSE CONTENT

1. Organizational Theories
 - 1.1 Origins of the concern with people in organizations and its influence on productivity
2. Organizational Guidelines and Human Resources Policies
3. The Labor Market and Employment Models in Companies
4. Labor Relations
 - 4.1 Labor legislation: main sources of law and regulations
 - 4.2 Unions: negotiations, collective bargaining agreements and collective labor contracts
 - 4.3 Occupational health and safety
5. Subsystems of People Management
 - 5.1 Recruitment and selection
 - 5.1.1 Recruitment sources
 - 5.1.2 Candidate assessment methods
 - 5.1.3 Competency-based interviews and other models
 - 5.2 Training and development
 - 5.2.1 Differences between training and development practices
 - 5.2.2 Types of training and their application
 - 5.2.3 Development program models
 - 5.2.4 Main concerns and challenges in employee qualification
 - 5.3 Compensation practices
 - 5.3.1 Salary versus compensation
 - 5.3.2 Job analysis and evaluation
 - 5.3.3 "Wage mix" or compensation package
 - 5.3.4 Variable pay and payroll charges
 - 5.3.5 Strategic compensation
 - 5.4 Performance appraisal and employee allocation
 - 5.4.1 Performance appraisal models
 - 5.4.2 Organizational culture and performance metrics
 - 5.4.3 Associated reward and punishment mechanisms
 - 5.5 Career planning

5.5.1 Career life cycle and stages

5.5.2 Career models according to the business

5.5.3 Career mythology

6. Trends in People Management for attracting and retaining professionals

BIBLIOGRAFIA BÁSICA

DESSLER, Gary. Administração de Recursos Humanos. 2.ed. São Paulo: Pearson, 2014.

DUTRA, Joel Souza.. Gestão de Pessoas: realidade atual e desafios futuros. São Paulo: Atlas, 2017.

MARRAS, Jean Pierre. Administração de Recursos Humanos: do Operacional ao Estratégico. 15ª ed. São Paulo: Saraiva, 2016. Trad. <<https://integrada.minhabiblioteca.com.br/books/978-85-472-0109-8>>.

BIBLIOGRAFIA COMPLEMENTAR

CHIAVENATO, Idalberto. Administração de recursos humanos: fundamentos básicos. 7ª ed. São Paulo: Manole, 2009.

DUTRA, Joel Souza. Gestão de Carreiras: a pessoa, a organização e as oportunidades. 2ª ed. Rio de Janeiro: Atlas, 2017. Trad. <<https://integrada.minhabiblioteca.com.br/books/9788597012958>>.

SILVA, Marilene Luzia; REZENDE, Mardele Eugenia Teixeira. Rotinas trabalhistas: legislação e práticas para gestão de pessoas. 2ª ed. São Paulo: Saraiva, 2016. Trad. <<https://integrada.minhabiblioteca.com.br/books/9788536517957>>.

VILAS BOAS, Ana Alice; ANDRADE, Rui O.. Gestão Estratégica de Pessoas. Rio de Janeiro: Elsevier, 2009.

WOOD JÚNIOR, Thomas; PICARELLI FILHO, Vicente. Remuneração Estratégica. São Paulo: Atlas, 2004. Trad. <<https://integrada.minhabiblioteca.com.br/books/9788577808434>>.

OUTRAS PUBLICAÇÕES, VIDEOS E SITES

ASSESSMENT CRITERIA

TRUNCATE((((N1F*4) + (N2F*6))/10),1)

ASSESSMENT CRITERIA DESCRIPTION

N1F Exam

N2F Exam and Individual and/or Group Assignments