

# Teaching guide

## IDENTIFICATION DETAILS

Degree:	Gastronomy		
Field of Knowledge:	Social and Legal Science		
Faculty/School:	Law, Business and Governance		
Course:	HUMAN RESOURCE MANAGEMENT		
Type:	Compulsory	ECTS credits:	6
Year:	3	Code:	1458
Teaching period:	Fifth semester		
Area:	Hotel and restaurant administration		
Module:	Discipline		
Teaching type:	Classroom-based		
Language:	Spanish		
Total number of student study hours:	150		

## SUBJECT DESCRIPTION

What do the most successful companies do? Recruit, motivate and engage the most talented people. Think of an innovative product, service or strategy that has changed the market and been a real success. Surely behind it is the person or a group of people behind innovating, creating and managing. This is the "human factor". The "Human Factor" makes the difference, in fact, the "Human Factor" is the focus of attention of the most successful organizations. This "Human Factor" is alive and demands a positive environment, the right culture and values, professional and personal development, competitive compensation, a work-life balance... The "Human Factor" is the greatest responsibility of the Human Resources Department. Fortunately, over the course of the last few years this mindset is present in most areas of many organizations and is a necessary skill for true leaders of the twenty-first century.

## SKILLS

## Basic Skills

Students must have demonstrated knowledge and understanding in an area of study that is founded on general secondary education. Moreover, the area of study is typically at a level that includes certain aspects implying knowledge at the forefront of its field of study, albeit supported by advanced textbooks

Students must be able to apply their knowledge to their work or vocation in a professional manner and possess skills that can typically be demonstrated by coming up with and sustaining arguments and solving problems within their field of study

Students must have the ability to gather and interpret relevant data (usually within their field of study) in order to make judgments that include reflections on pertinent social, scientific or ethical issues

Students must be able to convey information, ideas, problems and solutions to both an expert and non-expert audience

Students must have developed the learning skills needed to undertake further study with a high degree of independence

## General Skills

To understand the different forms of leadership that an individual may possess and commit to the development of personal skills: temperament, character and personality.

To adopt a personal and institutional ethical commitment in the workplace.

To develop professional skills such as humility in the workplace, consistency in practice, tidiness and discipline, objective self-criticism and the spirit of achievement.

To assume and be familiar with the principles of performing management duties at department, project and company level in the hotel and catering sectors.

To be able to apply the theory and knowledge acquired to real situations and practical actions.

To adopt an attitude of intellectual eagerness, scientific interest and the search for knowledge and truth in all professional and personal undertakings.

## Specific skills

To know and apply labour-related regulations and law relating to the sector.

To apply advanced management and career development techniques.

To always consider the customer as the *raison d'être* of the company.

To understand the relationships between gastronomy and the social and religious dimensions of mankind.

To become familiar with the professional situation of the sector and gain experience working in real environments and situations under formal regulations, demands and supervision.

To develop inter-personal and group communication skills and understand the process of their application in the company and among its workforce, in general and functional management, departments and projects in the sector.

To be familiar with and know how to inter-relate all functional areas of the company.

## DISTRIBUTION OF WORK TIME

CLASSROOM-BASED ACTIVITY	INDEPENDENT STUDY/OUT-OF-CLASSROOM ACTIVITY
60 hours	90 hours