

MASTER DEGREE IN HUMAN RESOURCES MANAGEMENT

NCE/11/01896

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The Master in Human Resources Management is a four-semester degree with 120 ECTS. The curriculum includes an organized set of curricular units corresponding to 60 ECTS plus a dissertation, a managerial project or an internship, corresponding to 60 ECTS.

Objectives

The Master in Human Resources Management creates an integrated vision about the complexity of the organizational activity, thereby serving as a professional tool and as a motivation for future access in more advanced studies. The course provides:

- 1) Allow the proper application of HR management tools and techniques;
- 2) Get – or deepen the knowledge in HR strategic management in organizations;–
- 3) Promote the understanding of the environment and the organization to act strategically and contribute to the alignment of HR policies and practices management with corporate strategy
- 4) Develop skills for understanding and solving problems of HR management in organizations
- 5) Encourage an attitude of orientation for people and organizational collaboration, developing leadership skills and team building to ensure the adjustment to the globalized new realities in the economy
- 6) Develop skills in conflict management and negotiation in accordance with an innovative attitude and openness to change
- 7) Provide skills necessary to carry out the traditional activities of HR management in order to attract and retain talent, giving people the opportunity to do a meaningful job
- 8) Evaluate the effectiveness of HR policies and practices

Organization

The program has the duration of two years (four semesters) and a total of 120 ECTS credits, and will be lectured in Portuguese or English depending on participation of foreign students.

Both semesters are constituted by six compulsory curricular units each, covering different areas, such as Management, Psychology, Law, Statistics and Computer Sciences, all of them contributing to people management. The curricular units will cover the most important themes in Human Resources Management, acknowledging the organizational context and the recent environmental changes. Learning is based upon the use of recent bibliographical references, case studies and practical applications.

Methodologically, teaching will rely on the exposure of students to case studies, thereby familiarising them with the research experience of the lecturers. Case studies will cover different organizational contexts, thus helping the students to choose a topic for their dissertation or managerial project.

Plan of studies

<i>First year</i>			
UNITS	FIELD	SEMESTER	ECTS
Strategic Human Resources Management	Management	1	5
Talent Attraction and Management	Management	1	5
Training and Competency Development	Management	1	5
Legal Framework in Labour Relations	Law	1	5
Organizational Creativity and Innovation	Management	1	5
Information systems applied to Human Resources Management	Computer sciences	1	5
Performance Appraisal, Career development and Reward Systems	Management	2	5
Internal Marketing	Management	2	5
Leadership, Management of Conflicts and Negotiation	Psychology	2	5
Stress Quality of Life and Well-being in Organizations	Psychology	2	5
Ethic and Social Responsibility	Management	2	5
Research Methods	Statistics	2	5
<i>Second year</i>			
Dissertation	-	1 & 2	60
Internship		1 & 2	60
Project		1 & 2	60

Career Opportunities

The curriculum emphasises the importance of innovative approaches in improvement of management efficiency. It develops skills in managing people

- Human Resources Management in larger companies;
- Consultant in people management;
- Improves manager's skills, training them as leaders;
- Researcher in the fields of human resources management and change management;

Entry Requirements

May apply to the Master in Human Resources Management:

- a) First cycle or license legally equivalent
- b) Holder of a foreign academic first cycle degree organized according to the principles of the Bologna Process in a state adhering to this Process;
- c) Holders of a foreign academic degree recognized as meeting the objectives of a first cycle degree by the Scientific Technical Council of the School of Management, Hospitality and Tourism and / or by the Scientific Council of the Faculty of Humanities and Social Sciences, of the University of the Algarve;
- d) Holders of an academic, scientific or professional curriculum, that is recognized as attesting the capacity to carry out this cycle of studies by the Scientific-Technical Council of the School of Management Hospitality and Tourism and/or by the Scientific Council of the Faculty of Humanities and Social Sciences, of the University of the Algarve;

The recognition referred to in the preceding paragraphs only respects to the appliance process, not granting the equivalence or recognition of any university degree.

Additional Information

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