

STRATEGIC HUMAN RESOURCE MANAGEMENT

Coordinator: Alberto Peixoto Pinto • apinto@ismai.pt

Who is this course for? People who have a Bachelor's degree in Communication Sciences, Accounting, Economics, Business Management, Marketing Management, Human Resource Management, Sport Management, Public Relations, Psychology, Sociology, a similar subject, or a legal equivalent.

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This Master's degree is spread across three semesters (90 ECTS): a taught part worth 54 ECTS (two semesters), equivalent to a Postgraduate diploma, and a non-taught part worth 36 ECTS which may take the form of either a dissertation or a project. The syllabus is designed to give students logical, interdisciplinary and up-to-date contact with subjects relevant to strategic human resource management in the age of knowledge.

The course is designed to explore aspects that are able to meet the needs of an increasingly global, multicultural, plural economy, in which the processes connected to valuing, developing and retaining talent are unavoidable strategic, economic, psychosocial and ethical features.

The course aims to give students the skills to:

- (a) Understand the causes, characteristics and consequences of policy and intervention in human capital management;
- (b) Assess, develop and implement original solutions to complex problems related to strategic planning processes, behaviour and change in organisations;
- (c) Independently conduct consultancy and/or organisational intervention projects and research in this field.

The Master's course trains highly qualified professionals who have systemic, analytical and relationship skills that are indispensable to carrying out processes and actions with the aim of improving performance and optimising organisational behaviour.

Professional opportunities

Graduates from the Master's degree in Strategic Human Resource Management are qualified to perform the roles of human resources officer, manager, director or consultant in public or private, not-for-profit or for-profit, local or global organisations in industry or the service sector.

What makes this course different?

- (1) The course structure was designed based on models in use at the most prestigious Portuguese and European universities, which gives the course a simultaneously global and local nature.
- (2) All members of the teaching staff have PhDs from renowned universities and have sound work experience performing business duties in industry and/or services. Bringing all these aspects together promotes teaching that not only meets the highest standards of academic requirements but also reflects the perspectives, needs, preferences and limitations of businesses and business thinking.

Academic staff are part of research units recognised by the Foundation for Science and Technology, classified as "Very Good" (Interdisciplinary Centre of Social Studies - CICS.NOVA), and "Good" (Research Centre in Business Sciences - NECE-UBI), among others.

YEAR 1
SEMESTER 1 • 30 ECTS

- 6 Fundamentals of Human Resource Management
- 6 Communication Strategies in Human Resource Management
- 6 Advanced Scientific Research Methods
- 4 Strategy and Human Resources
- 4 Advanced Topics of Organisational Psychology
- 4 Occupational Health, Safety and Hygiene Models (a)
- 4 Psychosocial Risk Assessment in the Workplace (a)

YEAR 1
SEMESTER 2 • 30 ECTS

- 6 Management of Knowledge and Intellectual Capital
- 6 Team Leadership
- 4 Skills Management and Assessment
- 4 Contemporary Themes in Human Resource Management
- 4 Ethics and Social Responsibility
- 6 Dissertation or Project

YEAR 2
SEMESTERS 1 and 2 • 30 ECTS

- 30 Dissertation or Project

a) Optional: choose one of the course units. A minimum number of interested candidates is needed for optional units to run.