Code	IIN302	Prerequisites	None
Name	Human Management in the Industry	Co-requisites	None

Credits	Contact Hours
02	22
Categorization of credits	
Math and basic science	
Engineering topic	X
other	

Coordinator's name	Perla Cuevas

Text book
Chiavenato, I. (2017). Human resources management. (10th ed.). McGraw-Hill.
Cummings, Thomas G.; Worley, Christopher G. (2007) Organizational development and change. (8th ed. Spanish 10ed. in English). Publisher Cengage Learning Latin America.
Dessler, G. (2009). Staff Administration. (11th ed.). Prentice Hall.
Mondy, W., Noe, R.M. (2005). Human resources management. (9th ed.). Prentice Hall.
Ulrich, David; (1997). Human Resources Champion. (1st Ed). Granica Editions, S.A.
Robbins Stephen P., (2017). Organizational Behavior, Theory and Practice. (10th ed.). Publisher Prentice Hall.
Spenser, Johnson; (2002). Who has taken my cheese. (41st edition). Editorial Active Company.
Other supplemental materials
Hateley, Barbara; Schmidt, Warren H.; (nineteen ninety-five). "A peacock in the world of penguins". Publisher Norm.

Description _
The concept of human management in the industry has evolved over time from dealing with mediating between the relationship between the worker and employer until today understanding the importance of seeing a relationship of cooperation and mutual benefit and of seeing the human being beyond a resource needed to operate.
Human management in industry is a theoretical subject that presents the aspects to consider for the management of people in an organization, considering relevant aspects of the processes of the human resources function, as well as the knowledge provided

by Human Behavior research. in organizations, as well as the management of planned changes or Organizational Development.	
Type of course	⊠ Required ☐Elective _

Specific goals for the course	
Outcomes of instruction	1. Understand the role of people in the organization and the importance of managing them as people, and not just as resources, with ethical and socially responsible practices, in diverse and inclusive environments, to ensure the achievement of organizational strategies and objectives. 2. Manage processes and apply methodologies considered best practices to manage people in the work environment, and the role that levels of supervision and human management professionals play in organizations. 3. Promote constructive communication, practicing active listening to understand the other and clearly and timely transmitting the information required by others in order to achieve organizational objectives, build contact networks and resolve conflicts that may arise in work teams. .
Student outcomes	SO3. Communicate effectively with a variety of audiences. SO5. Function effectively in a team whose members together provide leadership, create a collaborative and inclusive environment, set goals, plan tasks, and meet objectives.

Topics
Unit I. Organizational Structures   Unit II. Job Descriptions and Performance Evaluation Systems   Unit III. Motivation and Incentive Systems   Unit IV. Organizational Culture and Work Environment   Unit V. Organizational Change and Stress   Unit VI. Constructive communication and conflict resolution   Unit VII. Leadership and teamwork   Unit VIII. Organizational learning