



## IDENTIFYING DATA

### Human Resources Management and Leadership

Subject	Human Resources Management and Leadership			
Code	V02M123V01213			
Study programme	(*)Máster Universitario en Ciencias Biológicas: Biología Molecular, Computacional e Ambiental e Bio-Industrias			
Descriptors	ECTS Credits	Type	Year	Quadmester
	6	Optional	1st	2nd
Language	English			
Department				
Coordinator	Gallego Veigas, Pedro Pablo			
Lecturers	Gallego Veigas, Pedro Pablo García Alonso, Ero Lareo Lodeiro, María Belén			
E-mail	pgallego@uvigo.es			
Web				
General description	In this course, the student will acquire basic knowledge about the responsible management of human resources in biotechnology companies Handle concepts and tools related to the design of flow charts, description of jobs and so on. Finally, will acquire the ability as leader in bio industries			

## Competencies

Type A	Code	Competences Specific
	A1	(*)To know the scientific method and the correct use of the scientific terminology as well as to acknowledge the contribution that scientific research provides to the overall knowledge and professional practice.
	A2	(*)Ability to describe and to analyse biological diversity, the mechanisms determining the interactions with the biotic and abiotic environment and being able to select those which might have technical applications.
	A3	(*)Ability to manage and/or to develop basic tools for validating and analysing data by means of statistics and bioinformatics.
	A4	(*)To know the ethical and legal aspects governing the collection and the handling of biological samples, organisms and habitats.
	A5	(*)Ability to design, evaluate and implement models of biological structures, systems and processes.
	A6	(*)To learn the sampling techniques and the instrumental methodologies, in the field and laboratory, for their application in the Biological Sciences
	A7	(*)To have an integrated view of the R&D processes and their possible transfer to the industrial sector. Planning and supervising facilities together with managing their human and economic resources.
	A8	(*)Ability to classify, evaluate, conserve, restore and manage natural and productive systems. Developing and implementing land management and sustainability plans.
	A9	(*)To understand and know how to apply quality control systems and safety protocols in any biological laboratory of the public or private sector.

A10 (\*)To acquire the professional ability to teach and spread Biology and to offer expertise advice for elaborating scientific, technical and socioeconomic biology reports. Address environmental consulting.

A11 (\*)To perform an individual Master Project (critical and in-depth study) under the supervision of a tutor in a research or working environment demonstrating that skills have been acquired.

#### Type B Code Competences Transversal

B1 (\*)Dissemination of results and conclusions of the biological studies, in oral and written English, through complex presentations that address ideas related with R&D in Biology.

B2 (\*)Managing computational, laboratory, field and industrial techniques in order to obtain, process and apply the acquired information.

B3 (\*)Disseminating and broadcasting ideas in contexts both academic and non-specialised.

B4 (\*)Reflecting on social and ethical responsibilities.

#### Learning aims

Subject competences	Typology	Competences
Ability to manage and/or to develop basic tools for validating and analysing data by means of statistics and bioinformatics.	know	A3
To acquire the professional ability to teach and spread Biology and to offer expertise advice for elaborating scientific, technical and socioeconomic biology reports. Address environmental consulting.	know	A10
Dissemination of results and conclusions of the biological studies, in oral and written English, through complex presentations that address ideas related with R&D in Biology.	know Know How	B1
Managing computational, laboratory, field and industrial techniques in order to obtain, process and apply the acquired information.	know Know How	B2
Disseminating and broadcasting ideas in contexts both academic and non-specialised.	know Know How	B3
Reflecting on social and ethical responsibilities.	Know How Know be	B4

#### Contents

##### Topic

Human Resources Management in biotechnology companies: organizational scheme; description of jobs; the work team; training plans.

Human resources & leadership in biotechnology companies: motivation; leadership; ""coaching""; ""mentoring""; ""training"".

#### Planning

	Personalized attention	Assessment	Ordinary class hours A	Face-to-face hours outside the classroom Guided academic environment B	Student's work factor C	Outside the classroom hours D	Total hours (A+B+D) E
Introductory activities	<input type="checkbox"/>	<input type="checkbox"/>	1	0	0	0	1
Master Session	<input type="checkbox"/>	<input checked="" type="checkbox"/>	9	0	0	33	42
Case studies / analysis of situations	<input type="checkbox"/>	<input checked="" type="checkbox"/>	17	0	0	74	91
Short answer tests	<input type="checkbox"/>	<input type="checkbox"/>	1	0	3	3	4
Case studies / analysis of situations	<input type="checkbox"/>	<input type="checkbox"/>	2	0	5	10	12
Total hours E:							150
Work load in UVIGO ECTS credits:							6

\*The information in the planning table is for guidance only and does not take into account the heterogeneity of the students.

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**Methodologies**

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	Description
Introductory activities	Efforts to make contact and gather information about the students, and to present the subject.
Master Session	Presentation by the teacher of the contents on the subject under study, theoretical and / or guidelines for a job, exercise or project to be developed by the student.
Case studies / analysis of situations	Analysis of an event, issue or actual event in order to know, interpret, solve, generate hypotheses, comparing data, reflect, complete knowledge, diagnose and training in alternative dispute resolution procedures.

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**Personalized attention**

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Description

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**Assessment**

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	Description	Qualification
Master Session	Test	30
Case studies / analysis of situations	In this test, a case, a situation or a problem is presented and students must, creatively analyze all factors, finding out what they know and what not, to propose a solution	70

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**Other comments and second call**

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**Sources of information**

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**Human resource management.** Cynthia D. Fisher, Lyle F. Schoenfeldt, James B. Shaw Fisher, Cynthia D.Â

**The Effectiveness of organization-wide compensation strategies in technologyÂ intensive firms.** Saura, M. D. Getafe (Madrid) : Universidad Carlos III, Departamento de Economía de la Empresa, 1996.

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**Recommendations**

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