Study Plan

✓ 225 teaching hours   ✓ 9 subjects + TFM   ✓ Masterclasses   ✓ Up to 600h of extracurricular internships in companies   ✓ 20 professors and collaborators   ✓ 1 training module (6 ECTS)

First semester	ECTS
Human Capital and Tech Talent Management: Tech Workers and Digital Nomads	5

- Talent management in traditional companies
- Talent management for startups and tech companies
- Planning talent availability
- Technological solutions in business talent management

First semester	ECTS
Recruitment and Selection: Tech Careers	5

- Recruitment and selection processes based on competencies. Tools
- Career plans
- Talent retention and loyalty
- Tech careers

Second semester	ECTS
Labour Regulations: Digital Management Tools	5

- Labour, risk prevention and occupational health regulations
- Regulations on the subscription and termination of contracts, disengagements and obligations of the company towards the administrations
- Technological solutions for regulatory compliance
- Telematic mechanisms of the Tax Agency and Social Security

Second semester	ECTS
Management Skills and Compliance	5

- Techniques for improving motivation
- Conflict prevention and resolution. Negotiation
- Organisational and interpersonal communication
- Promotion of health and quality of life in the workplace
- The company's criminal risk prevention system (Compliance)

	ECTS
The Model of Management by Competences: Digital Competences and Business Competitiveness	5

- Digital skills and business competitiveness
- Fundamentals and application of the competency management model
- Qualification structure
- Determining the optimal workforce
- Technological solutions for the application of the competency management model

	ECTS
Performance Evaluation, Training and Development: the Digital Transformation	5

- Methodologies for performance evaluation
- Technological solutions for performance evaluation
- Digital transformation
- Individual and staff training plans
- Resources for training
- Indicators

	ECTS
Remuneration and Compensation Policies: the Plus of the Tech Worker	5

- Analysis of labour markets, especially tech profiles
- Methodologies for equitable remuneration of the workforce
- Application of technology in remuneration administration

	ECTS
Master's Thesis	5

The Master's Thesis (TFM) must be completed in teams of up to three members, and you will have the guidance of a PhD professor who will support you throughout the entire process. In accordance with the regulations, the assessment will be individual, and you must present one of the following projects:

- Human resources plan tailored to a specific business activity scenario
- Design of a talent management model, its policy and operations aligned with the organisational business structure
- Research project related to one of the areas of specialisation

	ECTS
Analysis, Description and Assessment of Jobs: Tech Jobs	5

- Process management
- Job description and analysis
- Assessment, interrelation and hierarchical dependency of jobs
- Technological tools for evaluating jobs

	ECTS
Strategic Management of HR	5

- Objective-based management
- Human Resources Business Partner (HRBP)
- Working environment
- Balanced scorecard and indicators associated with talent management
- Technological solutions for the management of the balanced scorecard

Euncet Business School

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