



Universidad de Deusto
Deustuko Unibertsitatea
University of Deusto

Master's Degree in Human Resources (Excerpt from the Verification Report of the Master's Degree in Human Resources)

NAME OF THE SUBJECT	Internship or Improvement Project
ECTS CREDITS	18
NATURE	Compulsoty
TEMPORAL UNIT	Annual

DESCRIPTION OF COMPETENCES

This subject has two alternative modalities depending on the profile of the participant who is studying the master's degree.

For those who have no previous professional experience, the subject involves the completion of an internship in a professional activity linked to people management, with the necessary academic and professional tutoring to ensure the development of the basic and generic competences detailed below.

For those with previous professional experience, this subject involves the completion of a professional project in which the participant, after analysing the people management area of their company and carrying out a diagnosis of the same, chooses an aspect in which to delve deeper to come up with proposals for improvement of the existing practice in the organisation.

In this subject, the basic competences 1, 2 and 3 will be developed and, more specifically, the generic competences CG2, CG3, CG9, CG10, CG13, CG19, CG20, CG21 and CG22.

For those who have no previous professional experience, the subject involves a period of work experience in a professional activity linked to people management, with the necessary academic and professional tutoring to guarantee the development of the basic and generic competences detailed below.

For those with previous professional experience, this subject involves the completion of a professional project in which the participant, after analysing the people management area of their company and carrying out a diagnosis of the same, chooses an aspect in which to delve deeper to come up with proposals for improvement of the existing practice in the organisation.

In this subject, the basic competences 1, 2 and 3 will be developed and, more specifically, the generic competences CG2, CG3, CG9, CG10, CG13, CG19, CG20, CG21 and CG22.

GC2: Adaptation to the environment: Coping with critical situations in the environment while maintaining a state of well-being and physical and mental balance that allows the person to continue acting.

Learning Outcomes:

- Reacts positively to differences of opinion and criticism.
- Learns from mistakes, deals with criticism and uses it to improve.
- Does not give up in the face of frustration, identifies and creates alternative ways to achieve goals.

GC3: Practical thinking: Approach new or complex situations with a personal approach that leads to the design and development of a plan with concrete actions to solve them.

Learning Outcomes:

- Establishes own criteria for assessing the validity of available information.
- Selects appropriate procedures for processing information.
- Develops a coherent plan to resolve the situation.

GC9: Systems thinking: Organising and integrating interrelated components to form a whole.

Learning Outcomes:

- Differentiates between isolated data and generalisations inferred from data.
- Becomes aware of own mental models.
- Shows a systemic view between several areas of knowledge and/or different disciplines.

GC10: Ethical Sense: Identify, recognise and apply the meaning of moral life and the principle of justice.

Learning Outcomes:

- Deals appropriately with situations that from a moral point of view are significant, complex or conflictive.
- Recognises justice as a main and basic ethical principle.
- Acts authentically or coherently with those values or virtues that he/she values above other people (dignity, self-esteem, etc.).

GC13: Interpersonal communication: relating positively to others through empathic listening and through the clear and assertive expression of what one thinks and/or feels, by verbal and non-verbal means.

Learning Outcomes:

- Listens and attends to the ideas of others even if they are opposed to their own.
- Communicates spontaneously, creating a climate of equality and collaboration.
- Is receptive to the ideas of others, even if they are opposed to his/her own.
- Listens to enrich the dialogue.

GC19: Entrepreneurship: Undertaking projects on one's own initiative, committing certain resources in order to exploit an opportunity, and assuming the risk involved.

Learning Outcomes:

- Involves individuals and/or groups in their initiatives
- Initiates new projects
- Engages in taking the initiative in complex and challenging projects

GC20: Achievement orientation: Performing actions that lead to the successful achievement of new results.

Learning Outcomes:

- Shows perseverance in all responsibilities in which he/she engages.
- Desires to do well by demonstrating quality in everything he/she does.

GC21: Quality orientation: Seeking excellence in personal and professional activity in a committed, results-oriented way, focused on continuous improvement.

Learning Outcomes:

- Makes good use of resources
- Systematically reviews its methodology

GC22: **Project management:** Prepares, directs, evaluates and monitors complex work effectively by developing an idea into a service or product.

Learning Outcomes:

- The project objectives are consistent with the needs identified in the context.
- You estimate the effectiveness and efficiency of your proposals.
- You take advantage of the resources at your disposal.

PREREQUISITES
NONE

TRAINING ACTIVITIES WITH THEIR CONTENT IN ECTS, THEIR TEACHING-LEARNING METHODOLOGY AND THEIR RELATION TO THE COMPETENCES TO BE ACQUIRED BY THE STUDENT.

1. Application of the knowledge studied in real situations.

Credits: 15

Competences: CB1, CB2, CG2, CG3, CG9, CG10, CG19, CG20, CG21, CG22.

2. Group or individual tutorials to monitor the design and evolution of the work and to raise individual and/or group doubts.

Credits: 2

Competences: CB1, CB2, CG2, CG10, CG20, CG21, CG22.

3. Evaluation through reports and feedback.

Credits: 1

Competences: CB3, CG13, CG20, CG21, CG22.

COORDINATION ACTIONS

Four coordination moments are established between the company tutors and the university tutors: one at the beginning of the internship period, another for monitoring during the course, the third to evaluate the participant's learning and the fourth to review/evaluate the training process at the end of the course.

EVALUATION AND GRADING SYSTEM

The assessment of this subject will consist of the following indicators and instruments:

a) Previous written report. The participant must submit a written report detailing the main characteristics of the Internship and the Project and in which he/she must indicate the objectives to be covered and the specific competences of the profile in which the internship will allow to deepen. This report will be evaluated prior to the acceptance of the placement and the project. This evaluation will have a weight of 10% in the final grade.

b) Assessment of the participant's performance by the university tutor. This assessment will focus on the specific competences defined in the previous report and, in any case, the generic competences to be developed in this subject will also be assessed. This assessment will have a weight in the final qualification of 40% in the case of participants who carry out a work placement and 90% in the case of those who carry out a professional project.

c) Assessment of the participant's performance by a company tutor. In the case of the work placement, this assessment will focus on evaluating the development of the specific competences defined in the previous report and the generic competences to be developed in this subject. This assessment will have a weight in the final grade of 50% (only for participants doing a business placement).

BRIEF DESCRIPTION OF THE CONTENTS

This subject has two alternatives to be taken, Business Internships on the one hand and an Improvement Project on the other. This responds to the coexistence in the degree of two very different profiles: those who are already working in a professional activity in the area of people management and those who are not in this professional practice.

The Internship consists of the participant's stay in a professional activity linked to people management, for a specific period of time and under the supervision of a tutor in the company and another at the university.

It is aimed at those who do not work or have not worked professionally in the field of people management.

The project consists of analysing and diagnosing the area of people management in your company, identifying an area for improvement and developing it. It is aimed at those who develop a professional activity in the area of people management during the Master's degree.

All internships and projects, regardless of their nature, will be developed through the following phases: Presentación del informe previo de la Práctica o del Proyecto:

1. Definition of the scope of the internship or project
2. Definition of the objectives to be covered and work methodology.
3. Definition of the specific competences to be developed and the generic competences to be developed in this subject.
4. Development of the Internship or Project:
 - For those who carry out a Business Internship, in parallel to the continuous guidance provided by the company tutor during the development of the activity by the participant, there is also monitoring by the academic tutor.
 - For those carrying out an Improvement Project, two figures are also used to guide the development: the university tutor who monitors the progress of the project, compliance with deadlines and difficulties, and the mentor, a specialist in the area of people management identified by the participant to be developed in their Project.

