

<b>POLI</b> ESCOLA SUPERIOR TECNOLOGIA GESTÃO <b>TÉCNICO</b> <b>GUARDA</b>	<b>SUBJECT DESCRIPTION</b>	<b>MODELO</b> PED.013.03
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Course	Human Resources Management					
Subject	Global Economy and Comparative Management					
Academic year	2023/2024	Curricular year	2	Study period	2	
Type of subject	Compulsory	Student workload (H)	Total: 196	Contact: 60	ECTS	7
Professor(s)	PhD Ana Poças					
<input type="checkbox"/> Area/Group Coordinator <input type="checkbox"/> Head of Department	(select)	PhD Maria Manuela Natário				

## Planned SD

### 1. LEARNING OBJECTIVES

The student should understand the global economy's nature, interpret and comment events with economic impact on the global economy and to analyse the main trends and challenges economies have to face in a global context.

The student should understand the international labour division process and its consequences on labour markets.

The student should acquire theoretical references to analyse the integration process and the formation of economic blocs, namely the EU process.

The student should acquire a broader notion of the consequences of the globalisation process on businesses and management; he /she should understand the importance of considering culture differences and their impact on the organisational behaviour, being able to adopt more adequate negotiation and human resources management practices in the organisational context.

### 2. PROGRAMME

1. Globalisation: the origins, the actors and the process
2. Globalisation in the pandemic context
3. Competitiveness, international trade and consequences of the production factors mobility on the international labour division.
  - a. Analysis of international trade explaining theories
4. The International Monetary System and the role of the international institutions
5. Capital mobility, speculation and financial crisis
6. Economic Integration Processes
  - a. Different forms of economic integration and consequences on wellbeing.
  - b. Regional Commercial Agreements and the role of WTO.
7. The European Integration Process

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- a. The economic and monetary union and the Stability Pact
- b. Financial markets and the euro
- c. Future challenges for the European Union
8. The importance of the human resources on a global economy
9. Labour markets and the migration movements
10. Human resources management in a multicultural context
11. Culture's dimensions and their impact on the human resources management in an international context
12. Economic systems and management models

### 3. COHERENCE BETWEEN PROGRAMME AND OBJECTIVES

The two first topics of the programme aim to give the students the skills to understand the global economy's nature and to interpret and comment events/trends with an economic impact on the global level. Specifically, the analysis of the international trade theories aims that the student understands the international labour division and its consequences on labour markets.

Topics 5, 6 and 7 of the programme aim to give theoretical references that will enable the student to analyse the integration process and the formation of economic blocs, namely the EU process.

Topics 8, 9, 10, 11 and 12 of the programme aim that the student will be aware of the increasing importance of considering culture differences in the human resources management, as a consequence of the globalisation process, and of the need to adapt adequate management practices in the organizational context.

### 4. MAIN BIBLIOGRAPHY

Africano, A.; Castro, F.; Fonseca, M.; Afonso, O.; Forte, R.; Alves, R. (2018), *Comércio Internacional: Teorias, Políticas e Casos Práticos*, Almedina, Coimbra

Amador, J.; Cabral, S. e Ringstad, B. (2020), *As Empresas Portuguesas no Comércio Internacional*, Fundação Francisco Manuel dos Santos, Coleção Resumos da Fundação

Câmara, P. (2011), *Gestão de Pessoas em Contexto Internacional*, Ed. Dom Quixote.

Hofstede, G.; Hofstede, G.J.; Minkov, M. (2010), *Cultures and Organizations: Software of the Mind. Revised and expanded*, 3rd Ed., McGraw-Hill

Finuras, P.(2018), *Globalização e Gestão das Diferenças Culturais*, 2ª Ed., Ed. Sílabo

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Rodrik, D. (2011), *The Globalization Paradox: Democracy and the Future of the World Economy*, New York ; London : W. W. Norton & Co.

Rosinski, P. (2010), *Coaching Intercultural*, Monitor

Sachs, J. (2009), *Common Wealth – Um Novo Modelo para a Economia Mundial*, 1ª Ed., Casa das Letras.

Periodic publications and support material made available by the professor.

## 5. TEACHING METHODOLOGIES (INCLUDING EVALUATION)

**Teaching Methodologies:** lecture; interaction lesson; debate; presentation/interaction using audiovisual instruments; case study.

### Evaluation:

The student may choose one of the following evaluation methods:

A) Continuous evaluation: the student must do a test and participate in in classes by carrying out proposed works

The final classification is given by:

Final Classification= 0,7 (classification on frequency/exam)\*\* + 0,3 (weighted average of work classification)

\*\*7,0 values minimum classification;

B) Exam (100% ponderation) evaluation for those students who do not opt for the continuous evaluation.

The student will be Approved when the final classification is 10 (ten) or more.

## 6. COHERENCE BETWEEN TEACHING METHODOLOGIES AND OBJECTIVES

The teaching methodology is based on the exposition of concepts and theoretical models and also by a critical analysis of cases studies; the realization of exercises and their discussion. In this way the aim is that the students will be able to understand and to apply those concepts, as well as to develop their critical analysis skills.

## 7. ATTENDANCE

Students who opt for the scheme of continuous assessment will have to take a mandatory minimum of 2/3 of the exercises proposed in classes.

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**8. CONTACTS AND OFFICE HOURS**

[anapocas@ipg.pt](mailto:anapocas@ipg.pt), office 62

office hours: Wednesday 9.30.00-10.30; Friday 14.30-15.30

**9. OTHERS**

*n.a.*

**DATE**

27th of February 2024

**SIGNATURES**

*Professor(s), Area/Group Coordinator*

*Professor*

(signature)

*Area Coordinator*

(signature)