



GUÍA DOCENTE 2013-2014
Motivation and Leadership

1. Denominación de la asignatura:

Motivation and Leadership

Titulación

Grado en Relaciones Laborales y Recursos Humanos

Código

6136

2. Materia o módulo a la que pertenece la asignatura:

Dirección y Gestión de Recursos Humanos

3. Departamento(s) responsable(s) de la asignatura:

E.U.A de Relaciones Laborales

4.a Profesor que imparte la docencia (Si fuese impartida por mas de uno/a incluir todos/as) :

M^a Nieves Yusta Sainz

4.b Coordinador de la asignatura

M^a de las Nieves Yusta Sainz

5. Curso y semestre en el que se imparte la asignatura:

Cuarto curso, Primer Semestre



6. Tipo de la asignatura: (Básica, obligatoria u optativa)

Optativa

7. Número de créditos ECTS de la asignatura:

6

8. Competencias que debe adquirir el alumno/a al cursar la asignatura

1. Identify and outline leadership terms, concepts, and the key theories of motivation.
2. Identify the skills of a leader.
3. Describe ways in which management can motivate staff.
4. Draw conclusions about the major leadership and motivation models.
5. Analyze and evaluate leadership and motivation case studies using relevant models, theories.

9. Programa de la asignatura

9.1- Objetivos docentes
The goal of this course is to provide students a solid foundation about motivation and the leadership process, concepts, models and theories. It will provide them knowledges and abilities to identify and assess leadership and motivational styles and how they can improve leadership and motivational skills.
9.2- Unidades docentes (Bloques de contenidos)
Motivation and Leadership Introduction 1. Trait Approach. 2. Skills Approach.



3. Style Approach.

4. Situational Approach.

5. Contingency Theory.

6. Path - Goal Theory.

7. Leader - Member Exchange Theory.

8. Transformational Leadership.

9. Servant Leadership

10. Authentic Leadership.

11. Team Leadership.

12. Leadership ethics.

9.3- Bibliografía

BIBLIOGRAFÍA BÁSICA

Northouse, Peter, (2013) Leadership: Theory and Practice, 6th, Sage Publications, 978-1-45-22-0340-9,

BIBLIOGRAFÍA COMPLEMENTARIA

Kouzes, James M., (2012) The leadership challenge: How to make extraordinary things happen in organizations, 5th, Wiley & Sons Ltd, 978-0-470-65172-8,



10. Metodología de enseñanza y aprendizaje y su relación con las competencias que debe adquirir el estudiante:

Metodología	Competencia relacionada	Horas presenciales	Horas de trabajo	Total de horas
Theory sessions	1,2,3	24	36	60
Practical sessions	1,2,3,4,5	12	24	36
Tutorials	1,2,3,4,5	10	6	16
Evaluation		8	30	38
Total		54	96	150

11. Sistemas de evaluación:

In first call, the skills assessment will be conducted continuously using the following procedures, taking into account that, in order to pass the course, we require a final grade of three points over ten in the final exam. In the second call, in order to pass the course, only the final exam and assessment questionnaires will be assessed.

Procedimiento	Peso primera convocatoria	Peso segunda convocatoria
Assessment questionnaires	40 %	50 %
Student participation: Contribution to seminars and oral defense of scholarly paper	20 %	0 %
Final exam	40 %	50 %
Total	100 %	100 %

Evaluación excepcional:

The students can not follow the usual procedures of continuous assessment must ask for the Director of the school, within the limits laid down in University of Burgos assessment regulation. The exceptional evaluation procedure will consist in performed assessment questionnaires through ubuvirtual platform and final exam that It will be in person.

For students participating in the Programa Universitario Cantera, the grade is determined by the performance of the assigned tasks to them under the program.



12. Recursos de aprendizaje y apoyo tutorial:

Teaching methodology will be mainly based on master class, practical class, collective tutorials, individual tutorials and ubuvirtual platform.

- Master class: Teacher will present the theoretic concepts.

- Practical class: Through questionnaires and practical exercises that help students apply what they learn.

- Ubuvirtual platform: Basic documentation (readings, videos, exercises and complementary documentation) will be accesible to students through the ubuvirtual learning platform.

- Individual tutorials: Students may be seen individually:

Monday: 18:00h - 20:00h.

Tuesday: 18:00h - 20:00h.

Wednesday: 18:00h - 20:00h.

13. Calendarios y horarios:

The schedule of sessions will be:

Monday: 20:00h - 21:00h.

Tuesday: 20:00h - 21:00h.

Wednesday: 20:00h - 21:00h.

Final exam date:

January 7th, 2014

January 23th, 2014

14. Idioma en que se imparte:

Inglés