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# Organization systems and human resources

## Programma

### PART I: INTRODUCTION TO ORGANIZATIONS.

1. Organizations and Organization Theory.

### PART II: ORGANIZATIONAL PURPOSE AND STRUCTURAL DESIGN.

2. Strategy, Organization Design, and Effectiveness.

3. Fundamentals of Organization Structure.

### PART III: OPEN SYSTEM DESIGN ELEMENTS.

4. The External Environment.

5. Interorganizational Relationships.

6. Designing Organizations for the International Environment.

### PART IV: INTERNAL DESIGN ELEMENTS.

7. Manufacturing and Service Technologies.

8. Information Technology and Control.

9. Organization Size, Life Cycle and Decline.

### PART V: MANAGING DYNAMIC PROCESSES.

10. Organizational Culture and Ethical Values.

11. Innovation and Change.

12. Decision-Making Processes.

13. Conflict, Power, and Politics.

### PART VI: EVOLUTION OF HUMAN RESOURCE MANAGEMENT

14. Theories and Human resource management systems

### PART VII: FROM YES MAN TO EXCELLENCE

15. Research and recruitment

16. Leader or Manager

17. Skills of the leader

18. Excellence to day

19. The 3 "U" and the 3 "C"

### PART VIII: Roles and competences

20. Strategic management, planning and HR evaluation

### PART IX: TOTAL REWARD

21. Compensation management, salary, incentive and fringe benefit

### PART X: Staff relations and industrial relations

22. Internal relations, general points and evolution

23. Union or non union relations

### PART XI: BUSINESS ETHIC

24. Introduction to Business Ethic

25. Managing by Values