Postgraduate Diploma

Ethics and Corporate Social Responsibility in Human Resources

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Postgraduate Diploma
Ethics and Corporate Social Responsibility in Human Resources

- » Modality: **online**
- » Duration: **9 months**
- » Certificate: **TECH Global University**
- » Credits: **15 ECTS**
- » Schedule: **at your own pace**
- » Exams: **online**

Website: **www.techtitute.com/us/psychology/postgraduate-diploma/postgraduate-diploma-ethics-corporate-social-responsibility-human-resources**

Index

01
Introduction

The main objective of this Postgraduate Diploma in Ethics and Corporate Social Responsibility in Human Resources of TECH is to promote the personal and professional growth of students, helping them to achieve success in their career as psychologists, delving into the importance of Human Resources in organizations, and that companies should not only think about achieving the maximum possible profit, but should also focus on complying with standards of responsibility that allow social and environmental development. For this reason, this Postgraduate Diploma will explore the ways in which the Human Resources professional can achieve sustainability and respect for the environment in a company. A unique educational program that will enable psychologists to lay the foundations for professional growth.

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Become a leader in corporate social change and start a successful practice in this exciting field"

This educational program will seek to provide psychologists with the tools, competencies and skills that will enable them to implement ethics and corporate responsibility plans in the business environment that take care not only of the environment, but also of social aspects.

Therefore, the Postgraduate Diploma in Ethics and Corporate Social Responsibility in Human Resources is an intensive program that prepares professionals to face challenges and business decisions in the field of Human Resources.

The content of the Postgraduate Diploma in Ethics and Corporate Social Responsibility in Human Resources is designed to promote the development of managerial competencies that allow for more rigorous decision-making in uncertain environments.

Throughout 375 hours of specialization, the student will analyze a multitude of practical cases through individual and team work. It is, therefore, an authentic immersion in real business situations.

This complete compendium of contents offered by TECH is designed to be taught in 100% digital format. In this way, students will only need an electronic device with an Internet connection and will have access to the largest information bank imaginable. In addition, since it is in online format, the professionals will be the ones who decide when, how and where to study, so they will not have to give up the rest of their daily activities in order to continue their program.

The **Postgraduate Diploma in Ethics and Corporate Social Responsibility in Human Resources** contains the most complete and up-to-date program on the market. The most important features include:

- Practical cases presented by experts in Psychology
- The graphic, schematic, and practical contents with which they are created, provide practical information on the disciplines that are essential for professional practice
- News on Corporate Social Responsibility
- Practical exercises where the self-evaluation process can be carried out to improve learning
- Special emphasis on innovative methodologies in Human Resources
- Theoretical lessons, questions to the expert, debate forums on controversial topics, and individual reflection assignments
- Content that is accessible from any fixed or portable device with an Internet connection

Through education you can begin to lay the foundation for your professional growth"

" *In a competitive work world, program enablement becomes the only differentiator"*

This educational program will allow you to obtain a prestigious position in a job market that is increasingly demanding expert psychologists.

Acquire new professional skills in a simple, intensive and flexible way by studying at TECH.
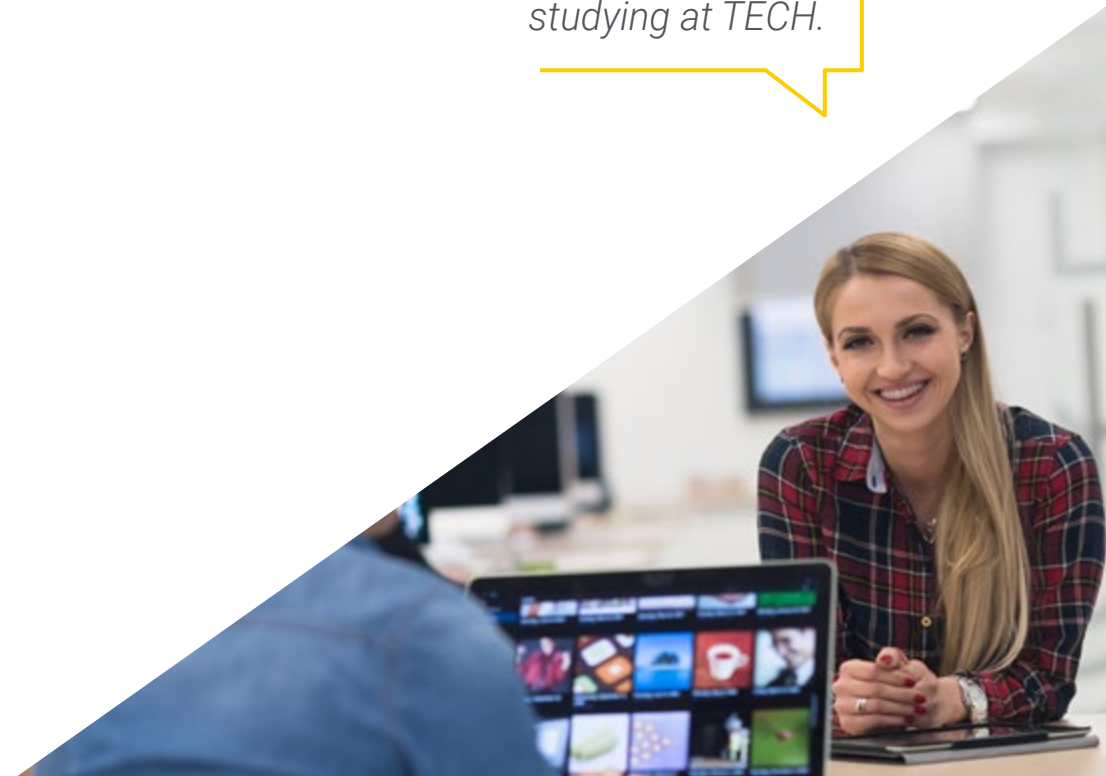
Its teaching staff includes experts in Human Resources who bring their work experience to this specialization, as well as renowned specialists from prestigious universities and reference societies.

The multimedia content, developed with the latest educational technology, will provide the professional with situated and contextual learning, i.e., a simulated environment that will provide an immersive program designed to learn in real situations.

The design of this program focuses on Problem-Based Learning, by means of which students must try to solve the different professional practice situations that arise throughout the program. To do so, students will be assisted by an innovative interactive video system that provides the contextualization and practical point of view they need.

02
Objectives

Thanks to this complete program, the psychologist will learn to work as a Human Resources manager with full competences to implement Corporate Social Responsibility plans within the organization. To this end, a series of modules and topics have been designed to complete the educational program in a comprehensive and cross-cutting manner. This will make the program a journey of personal and professional growth that will lead the students to the highest quality in their intervention as psychologists and Human Resources professionals.

We offer you the widest educational offer in the market with a single objective: to provide you with options so that you can specialize in those branches that are most related to your professional profile"

General Objectives

* Knowing the evolution of social responsibility, especially with regard to labor diversity

* Use a scientific vocabulary adjusted to the demands of multiprofessional teams, participating in the coordination and follow-up of social responsibility processes

* Collaborate and be a valuable asset when recruiting effective and functional professionals for the organizations

* Participate in the understanding of the organizations' management on the importance of Workplace Diversity

* Use the methodology, tools and material resources adapted to social Responsibility

* Establishment of recruitment plans that promote the development and proper functioning of the organizations

* Explore the Psychology of work and organizations

* Learn how to implement personnel management plans

* Determine the legal regulations applicable to continuing vocational training for employment
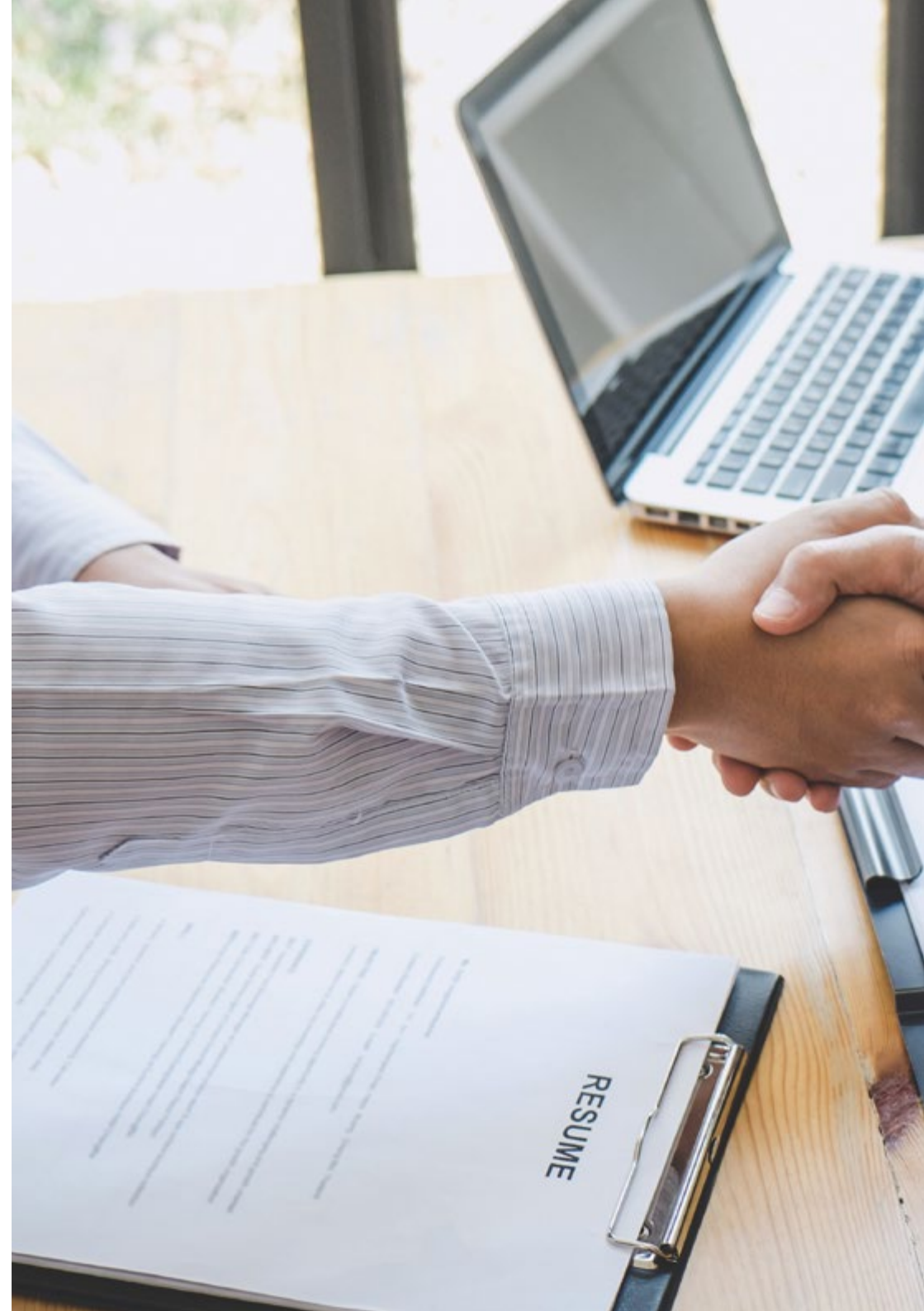
Specific Objectives

* Establish protocols to ensure occupational health, risk protection and ethical practices in the company
* Identify cultural, work and strategic differences in multicultural teams
* Develop cutting-edge methodologies and techniques in personnel management and talent development within the organization through a strategic and innovative vision
* Implement sustainable recruitment, compensation and talent development policies in the company
* Analyze the social, economic and environmental impact of one's actions at the organizational level
* Review International Labor Law and tax policies in other countries

" *"A company that wants to gain a foothold in the marketplace will necessarily need to establish corporate social responsibility programs. Therefore, it will need professionals like you who hold a program like this"*

03
Structure and Content

The structure and syllabus of this program have been designed based on the maximum rigor and the latest developments in the sector. In this way, a team of experts in the field has been in charge of its creation. All this, in order to respond, in a specific way, to the educational needs of Psychology and Human Resources professionals. In addition, these contents have been created to favor practical learning, that is to say, that by studying with this syllabus the professional will learn to apply what they have studied to their daily practice.

Knowing how to put into practice what has been learned is one of TECH's main objectives in creating this program's syllabus"

Module 1. Strategic HR Environment

1.1. Strategic Thinking and Systems
- 1.1.1. The Company as a System
- 1.1.2. Strategic Thinking Derived from Corporate Culture
- 1.1.3. The Strategic Approach from Personnel Management

1.2. Planning and Management of HR Department Projects
- 1.2.1. Keys to the Design and Implementation of a Balanced Scorecard
- 1.2.2. Staff Sizing and Planning
- 1.2.3. Supporting Operations: Personnel Policies

1.3. Strategic Organizational Design
- 1.3.1. Business Partner Model
- 1.3.2. Share Services
- 1.3.3. Outsourcing

1.4. Job Design, Recruitment, and Selection
- 1.4.1. Training and Career Development
- 1.4.2. Strategic Approach to Personnel Management
- 1.4.3. Design and Implementation of Personnel Policies and Practices

1.5. HR Analytics
- 1.5.1. Big Data and Business Intelligence (BI)
- 1.5.2. HR Data Analysis Environment
- 1.5.3. HR Metrics Design Environment

1.6. Strategic Leadership
- 1.6.1. Leadership Models
- 1.6.2. Coaching
- 1.6.3. Mentoring
- 1.6.4. Transformational Leadership

1.7. Audit and Control of Human Resources Management
- 1.7.1. Reasons for the Audit of Human Resources Management
- 1.7.2. Data Collection and Analysis Tools
- 1.7.3. Audit Report

Module 2. International People Management and Diversity Management

2.1.   Talent Management in International Companies
- 2.1.1.   Global Vision of Talent Management
- 2.1.2.   Talent Map of an Organization
- 2.1.3.   Cultural Trends and Internationalization
- 2.1.4.   Internationalization of Talent Management

2.2.   International Career Management
- 2.2.1.   International Professional Profile
- 2.2.2.   Global Mobility
- 2.2.3.   Expatriate Management

2.3.   Diversity Management
- 2.3.1.   Working With Diversity
- 2.3.2.   Diversity, CSR and Coaching
- 2.3.3.   Managing Equality and Diversity
- 2.3.4.   Managing Multicultural Teams

2.4.   New Industrial Relations Framework
- 2.4.1.   Industrial Reform
- 2.4.2.   Negotiation of the Collective Bargaining Agreement
- 2.4.3.   Strategic Relations With the Syndicates
- 2.4.4.   Industrial Relations and Business Restructures

2.5.   HR Marketing: An International Vision
- 2.5.1.   Employer Branding
- 2.5.2.   HR Customer Experience

2.6.   Multinationals and Human Rights
- 2.6.1.   Globalization, Human Rights and Multinational Companies
- 2.6.2.   Multinational Companies and International Law
- 2.6.3.   Specific Legal Instruments

2.7.   Expatriate Management
- 2.7.1.   Managing the Expatriation Process
- 2.7.2.   Repatriation
- 2.7.3.   Individual Skills for Success in International Destinations

2.8.   Expatriate Compensation
- 2.8.1.   Economic Compensation
- 2.8.2.   Place and Currency of Payment
- 2.8.3.   Tax Policies

Module 3. Ethics and Corporate Social Responsibility

3.1.   The Managerial Role and CSR
- 3.1.1.   Strategic Vision and Corporate Social Responsibility
- 3.1.2.   Systems and Models for Implementing CSR
- 3.1.3.   Organization of CSR Roles and Responsibilities

3.2.   Corporate Responsibility
- 3.2.1.   Value Creation in an Economy of Intangibles
- 3.2.2.   CSR: Corporate Commitment
- 3.2.3.   Social, Environmental, and Economic Impact

3.3.   Responsible Finance and Investment
- 3.3.1.   Sustainability and the CFO's Responsibility
- 3.3.2.   Transparency in Information
- 3.3.3.   Finance and Responsible Investment
- 3.3.4.   Social Economy, Cooperativity and Corporate Social Responsibility

3.4.   Business and Environment
- 3.4.1.   Sustainable Development
- 3.4.2.   Legislative Development in Environmental Responsibility
- 3.4.3.   Response of Companies to Environmental Problems
- 3.4.4.   Waste and Emissions

3.5.   Responsible Management Systems and Tools
- 3.5.1.   Social Responsibility Management Systems
- 3.5.2.   Quality Management Systems, the Environment and Occupational Health and Safety
- 3.5.3.   Audits

3.6.   Business Ethics
- 3.6.1.   Ethical Behavior in Companies
- 3.6.2.   Deontology and Ethical Codes
- 3.6.3.   Fraud and Conflicts of Interest

04
Methodology

This academic program offers students a different way of learning. Our methodology uses a cyclical learning approach: **Relearning.**

This teaching system is used, for example, in the most prestigious medical schools in the world, and major publications such as the **New England Journal of Medicine** have considered it to be one of the most effective.

Discover Relearning, a system that abandons conventional linear learning, to take you through cyclical teaching systems: a way of learning that has proven to be extremely effective, especially in subjects that require memorization"

At TECH we use the Case Method

What should a professional do in a given situation? Throughout the program, students will face multiple simulated clinical cases, based on real patients, in which they will have to do research, establish hypotheses, and ultimately resolve the situation. There is an abundance of scientific evidence on the effectiveness of the method. Specialists learn better, faster, and more sustainably over time.

With TECH the psychologist experiences a way of learning that is shaking the foundations of traditional universities around the world.

According to Dr. Gérvas, the clinical case is the annotated presentation of a patient, or group of patients, which becomes a "case", an example or model that illustrates some peculiar clinical component, either because of its teaching power or because of its uniqueness or rarity. It is essential that the case is based on current professional life, trying to recreate the real conditions in the psychologist's professional practice.

"

Did you know that this method was developed in 1912, at Harvard, for law students? The case method consisted of presenting students with real-life, complex situations for them to make decisions and justify their decisions on how to solve them. In 1924, Harvard adopted it as a standard teaching method"

The effectiveness of the method is justified by four fundamental achievements:

1. Psychologists who follow this method not only master the assimilation of concepts, but also develop their mental capacity by means of exercises to evaluate real situations and apply their knowledge.

2. Learning is solidly translated into practical skills that allow the psychologist to better integrate knowledge into clinical practice.

3. Ideas and concepts are understood more efficiently, given that the example situations are based on real-life.

4. Students like to feel that the effort they put into their studies is worthwhile. This then translates into a greater interest in learning and more time dedicated to working on the course.

Relearning Methodology

At TECH we enhance the case method with the best 100% online teaching methodology available: Relearning.

Our university is the first in the world to combine the study of clinical cases with a 100% online learning system based on repetition, combining a minimum of 8 different elements in each lesson, which is a real revolution compared to the simple study and analysis of cases.

The psychologist will learn through real cases and by solving complex situations in simulated learning environments. These simulations are developed using state-of-the-art software to facilitate immersive learning.

01 learning from evidence

02 relearning from evidence

03 testing

04 learning from an expert

05 neurocognitive context dependent learning

06 Von-Restorff effect

07 case based learning through storytelling

08 competencies testing (retesting)

At the forefront of world teaching, the Relearning method has managed to improve the overall satisfaction levels of professionals who complete their studies, with respect to the quality indicators of the best online university (Columbia University).

This methodology has trained more than 150,000 psychologists with unprecedented success in all clinical specialties. Our pedagogical methodology is developed in a highly competitive environment, with a university student body with a strong socioeconomic profile and an average age of 43.5 years old.

Relearning will allow you to learn with less effort and better performance, involving you more in your training, developing a critical mindset, defending arguments, and contrasting opinions: a direct equation for success.

In our program, learning is not a linear process, but rather a spiral (learn, unlearn, forget, and re-learn). Therefore, we combine each of these elements concentrically.

The overall score obtained by our learning system is 8.01, according to the highest international standards.

This program offers the best educational material, prepared with professionals in mind:

Study Material

All teaching material is produced by the specialists who teach the course, specifically for the course, so that the teaching content is highly specific and precise.

These contents are then applied to the audiovisual format, to create the TECH online working method. All this, with the latest techniques that offer high quality pieces in each and every one of the materials that are made available to the student.

20%

Latest Techniques and Procedures on Video

TECH introduces students to the latest techniques, to the latest educational advances, to the forefront of current psychology. All of this in direct contact with students and explained in detail so as to aid their assimilation and understanding. And best of all, you can watch the videos as many times as you like.

15%

Interactive Summaries

The TECH team presents the contents attractively and dynamically in multimedia lessons that include audio, videos, images, diagrams, and concept maps in order to reinforce knowledge.

This exclusive educational system for presenting multimedia content was awarded by Microsoft as a "European Success Story".

15%

3%

Additional Reading

Recent articles, consensus documents and international guidelines, among others. In TECH's virtual library, students will have access to everything they need to complete their course.

20%

17%

7%

3%

Expert-Led Case Studies and Case Analysis

Effective learning ought to be contextual. Therefore, TECH presents real cases in which the expert will guide students, focusing on and solving the different situations: a clear and direct way to achieve the highest degree of understanding.

Testing & Retesting

We periodically evaluate and re-evaluate students' knowledge throughout the program, through assessment and self-assessment activities and exercises, so that they can see how they are achieving their goals.

Classes

There is scientific evidence suggesting that observing third-party experts can be useful.

Learning from an Expert strengthens knowledge and memory, and generates confidence in future difficult decisions.

Quick Action Guides

TECH offers the most relevant contents of the course in the form of worksheets or quick action guides. A synthetic, practical, and effective way to help students progress in their learning.

Certificate

The Postgraduate Diploma in Ethics and Corporate Social Responsibility in Human Resources guarantees students, in addition to the most rigorous and up-to-date education, access to a Postgraduate Diploma issued by TECH Global University.

"
Successfully complete this program and receive your university qualification without having to travel or fill out laborious paperwork"

This program will allow you to obtain your **Postgraduate Diploma in Ethics and Corporate Social Responsibility in Human Environment** endorsed by **TECH Global University**, the world's largest online university.

TECH Global University is an official European University publicly recognized by the Government of Andorra (*official bulletin*). Andorra is part of the European Higher Education Area (EHEA) since 2003. The EHEA is an initiative promoted by the European Union that aims to organize the international training framework and harmonize the higher education systems of the member countries of this space. The project promotes common values, the implementation of collaborative tools and strengthening its quality assurance mechanisms to enhance collaboration and mobility among students, researchers and academics.

This **TECH Global University** title is a European program of continuing education and professional updating that guarantees the acquisition of competencies in its area of knowledge, providing a high curricular value to the student who completes the program.

Title: **Postgraduate Diploma in Ethics and Corporate Social Responsibility in Human Environment**

Modality: **online**

Duration: **9 months**

Accreditation: **15 ECTS**

tec**h** global university

Mr./Ms. _____, with identification document _____ has successfully passed and obtained the title of:

Postgraduate Diploma in Ethics and Corporate Social Responsibility in Human Environment

This is a program of 375 hours of duration equivalent to 15 ECTS, with a start date of dd/mm/yyyy and an end date of dd/mm/yyyy.

TECH Global University is a university officially recognized by the Government of Andorra on the 31st of January of 2024, which belongs to the European Higher Education Area (EHEA).

In Andorra la Vella, on the 28th of February of 2024

Dr. Pedro Navarro Illana
Rector

This qualification must always be accompanied by the university degree issued by the competent authority to practice professionally in each country. Unique TECH Code: AFWORD23S techtitute.com/certificates

*Apostille Convention. In the event that the student wishes to have their paper diploma issued with an apostille, TECH Global University will make the necessary arrangements to obtain it, at an additional cost.

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