Executive Master's Degree
People Management

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tech *global university*

tech global university

Executive Master's Degree
People Management

- » Modality: **online**
- » Duration: **12 months**
- » Certificate: **TECH Global University**
- » Credits: **60 ECTS**
- » Schedule: **at your own pace**
- » Exams: **online**

Website: **www.techtitute.com/us/school-of-business/professional-master-degree/master-people-management**

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01

Welcome

Today, organizations and companies of all sectors and sizes are fully aware of the importance of human capital to their success. Human Resources experts play a very important role because, through the specific actions they put into practice, they will be able to nurture the company with selection processes that attract, recruit and manage top-level professionals who will enhance the company's development. Being fully aware of this, TECH professionals have designed this very complete program that aims to provide students with the necessary skills to carry out a correct administration of Human Resources in companies in which, in addition, the importance of talent management is taken into account as the main asset to build a strong organization prepared to take on challenges successfully.

Executive Master's Degree in People Management
TECH Global University

Acquire the knowledge of a Human Resources specialist and get the real competencies necessary to successfully manage your company's personnel"

Why Study at TECH?

TECH is the world's largest 100% online business school. It is an elite business school, with a model based on the highest academic standards. A world-class centre for intensive managerial skills training.

TECH is a university at the forefront of technology, and puts all its resources at the student's disposal to help them achieve entrepreneurial success"

At TECH Global University

Innovation

The university offers an online learning model that combines the latest educational technology with the most rigorous teaching methods. A unique method with the highest international recognition that will provide students with the keys to develop in a rapidly-evolving world, where innovation must be every entrepreneur's focus.

"Microsoft Europe Success Story", for integrating the innovative, interactive multi-video system.

The Highest Standards

Admissions criteria at TECH are not economic. Students don't need to make a large investment to study at this university. However, in order to obtain a qualification from TECH, the student's intelligence and ability will be tested to their limits. The institution's academic standards are exceptionally high...

95% of TECH students successfully complete their studies

Networking

Professionals from countries all over the world attend TECH, allowing students to establish a large network of contacts that may prove useful to them in the future.

100,000+ executives trained each year

200+ different nationalities

Empowerment

Students will grow hand in hand with the best companies and highly regarded and influential professionals. TECH has developed strategic partnerships and a valuable network of contacts with major economic players in 7 continents.

500+ collaborative agreements with leading companies

Talent

This program is a unique initiative to allow students to showcase their talent in the business world. An opportunity that will allow them to voice their concerns and share their business vision.

After completing this program, TECH helps students show the world their talent.

Multicultural Context

While studying at TECH, students will enjoy a unique experience. Study in a multicultural context. In a program with a global vision, through which students can learn about the operating methods in different parts of the world, and gather the latest information that best adapts to their business idea.

TECH students represent more than 200 different nationalities.

TECH strives for excellence and, to this end, boasts a series of characteristics that make this university unique:

Learn with the best

In the classroom, TECH's teaching staff discuss how they have achieved success in their companies, working in a real, lively, and dynamic context. Teachers who are fully committed to offering a quality specialization that will allow students to advance in their career and stand out in the business world.

Teachers representing 20 different nationalities.

At TECH, you will have access to the most rigorous and up-to-date case studies in the academic community"

Analysis

TECH explores the student's critical side, their ability to question things, their problem-solving skills, as well as their interpersonal skills.

Academic Excellence

TECH offers students the best online learning methodology. The university combines the Relearning method (a postgraduate learning methodology with the highest international rating) with the Case Study. A complex balance between tradition and state-of-the-art, within the context of the most demanding academic itinerary.

Economy of Scale

TECH is the world's largest online university. It currently boasts a portfolio of more than 10,000 university postgraduate programs. And in today's new economy, **volume + technology = a ground-breaking price**. This way, TECH ensures that studying is not as expensive for students as it would be at another university.

03
Why Our Program?

Studying this TECH program means increasing the chances of achieving professional success in senior business management.

It is a challenge that demands effort and dedication, but it opens the door to a promising future. Students will learn from the best teaching staff and with the most flexible and innovative educational methodology.

"
We have highly qualified teachers and the most complete syllabus on the market, which allows us to offer you training of the highest academic level"

This program will provide students with a multitude of professional and personal advantages, particularly the following:

01

A significant career boost

By studying at TECH, students will be able to take control of their future and develop their full potential. By completing this program, students will acquire the skills required to make a positive change in their career in a short period of time.

70% of participants achieve positive career development in less than 2 years.

02

Develop a strategic and global vision of companies

TECH offers an in-depth overview of general management to understand how each decision affects each of the company's different functional areas.

Our global vision of companies will improve your strategic vision.

03

Consolidate the student's senior management skills

Studying at TECH means opening the doors to a wide range of professional opportunities for students to position themselves as senior executives, with a broad vision of the international environment.

You will work on more than 100 real senior management cases.

04

Take on new responsibilities

The program will cover the latest trends, advances and strategies, so that students can carry out their professional work in a changing environment.

45% of graduates are promoted internally.

05 Access to a powerful network of contacts

TECH connects its students to maximize opportunities. Students with the same concerns and desire to grow. Therefore, partnerships, customers or suppliers can be shared.

You will find a network of contacts that will be instrumental for professional development.

06 Thoroughly develop business projects

Students will acquire a deep strategic vision that will help them develop their own project, taking into account the different areas in companies.

20% of our students develop their own business idea.

07 Improve soft skills and management skills

TECH helps students apply and develop the knowledge they have acquired, while improving their interpersonal skills in order to become leaders who make a difference.

Improve your communication and leadership skills and enhance your career.

08 Be part of an exclusive community

Students will be part of a community of elite executives, large companies, renowned institutions, and qualified professors from the most prestigious universities in the world: the TECH Global University community.

We give you the opportunity to train with a team of world renowned teachers.

04

Objectives

The objectives of this program are based on alleviating the specialization needs of Human Resources professionals in this field. In this sense, a complete and optimal program has been realistically established in order to lead students to academic excellence and to encourage them to achieve an efficient progression in their professional careers. For all these reasons, this program will be for a journey of both personal and professional growth that will lead them to the highest quality in their intervention as personnel managers.

This program will go a long way in giving you the boost you need to improve professionally"
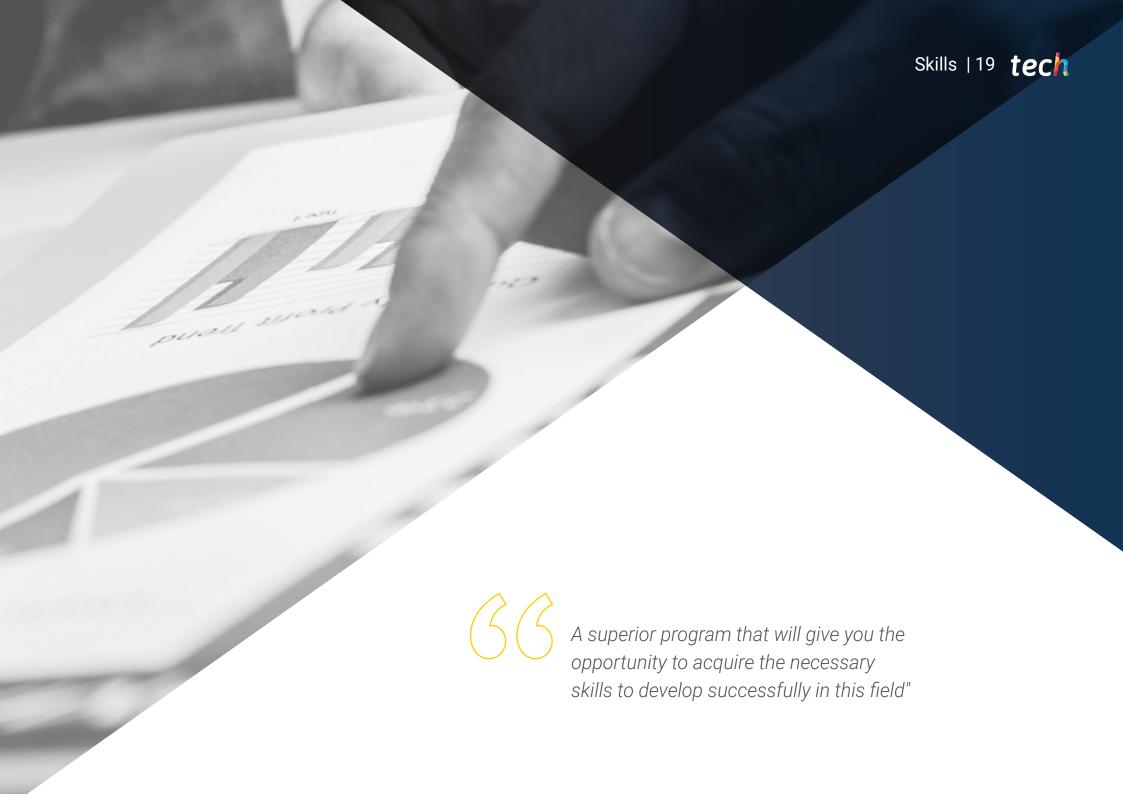
Your goals are our goals.
We work together to help you achieve them.
The **Executive Master's Degree in People Management** will enable students to:

01 Gain knowledge about the evolution of People Management, especially in the business environment

02 Participate in the understanding of the organizations' management of the importance of effective personnel management

03 Use the methodology, tools and material resources adapted to personnel selection

04 Know how to strategically manage the Human Resources department

05 Examine time and personal energy management with the use of new technologies

06 Identify the different forms of labor throughout history and in different social-political models

07 Understand strategies for planning and managing Human Resources department projects

08 Describe the new Human Resources policies in the digital era, through performance evaluation scales and observation techniques

09 Be able to prepare an annual performance plan according to the organization within the scope of labor policies and equality at work

10 Recognize the challenges of the professional in the digital transformation of employees

11 Make the most of your employees' talents and preparing your company for technological change

12 Obtain a global vision of talent and international professional profile

05
Skills

After passing the assessments of the Executive Master's Degree in People Management, the professional will have acquired the necessary skills for a quality and up-to-date practice based on the most innovative didactic methodology.

A superior program that will give you the opportunity to acquire the necessary skills to develop successfully in this field"

01 Manage various internal and external training programs

04 Implement plans designed to enhance effective and successful talent management

02 Design an annual training plan for the company

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

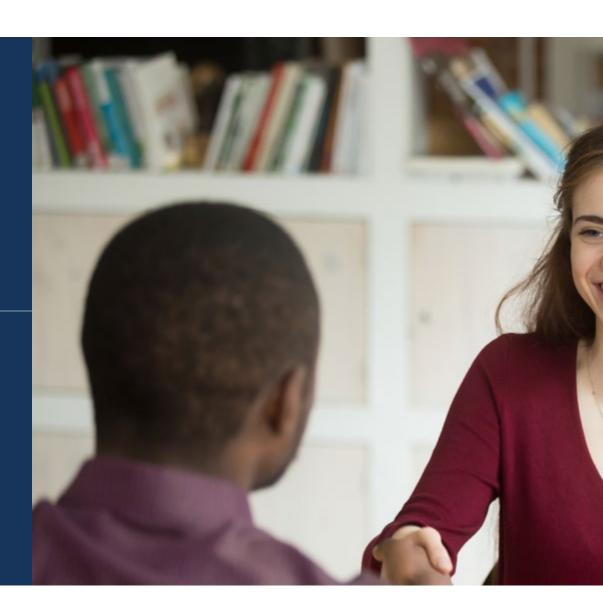**05** Establishment of recruitment plans that promote the development and proper functioning of the organizations

06 Conduct an analysis of the results of the annual performance plan

08 Analyze globalization, human rights and multinational corporations

09 Establish labor relations and implement career development plans in expatriation processes

07 Apply the strategies of talent management

10 Manage bonuses for specific groups on an equal opportunity basis

11 Intervene in work relationships between the employer and the employee

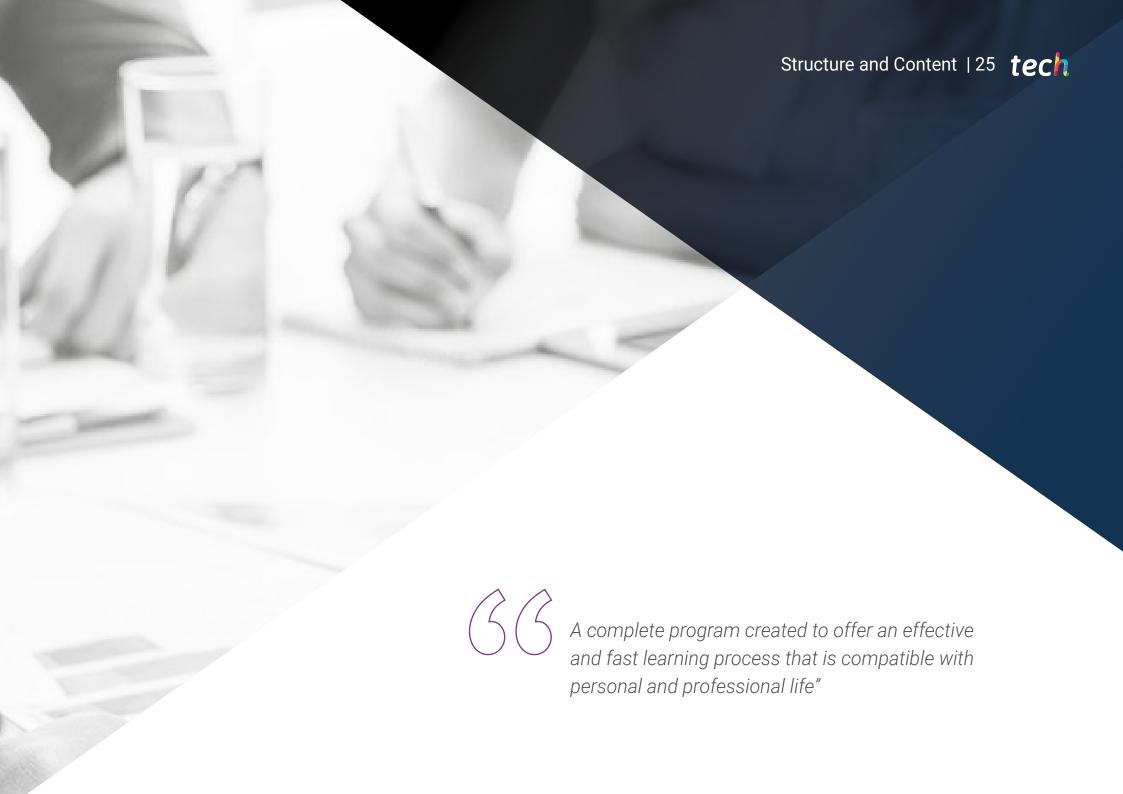**12** Apply different techniques for performance assessment and business engagement in digital projects

13 Discuss digital transformation processes

14 Explore the psychology of work and organizations

06

Structure and Content

The syllabus of this program has been designed and created by a team of experts in the field to respond specifically to the needs of Human Resources professionals. This compendium of contents has been designed with a perspective focused on applied learning, which will allow the professional to intervene successfully through a broad vision connected to the real environment of the profession. Therefore, this syllabus will become the student's main asset when it comes to successfully entering a labor market that increasingly demands more and more professionals specialized in the field.

A complete program created to offer an effective and fast learning process that is compatible with personal and professional life"

Syllabus

TECH faculty members have designed this educational program that will equip Human Resources professionals with the skills that will enable them to design and implement effective people management plans that are committed to talent and inclusion in organizations. All this, in addition to boosting the student's professional profile, will make them an invaluable asset in companies, since companies that are unable to treat their personnel properly will not achieve their objectives.

In this way, through this academic itinerary, the professional will learn to carry out an effective management that seeks to develop, plan and coordinate the strategies that allow promoting the efficient performance of the personnel. This task, specially designed for the HR Management and Administration area and which will be deepened during the program, will organize and maximize the performance of the human assets of a company or organization, in order to increase its productivity.

This complete compendium of contents that we offer is designed to be taught in a 100% online format. As such, all you need is an electronic device with an Internet connection, and you will have access to the largest information bank imaginable. Additionally, since it is in online format, the students will decide when, how and where to study, so they will not have to give up the rest of their daily activities to continue their specialization.

This program takes place over 12 months and is distributed into 10 modules:

Module 1.	Theory of Labor Relations
Module 2.	HR Strategic Management and Administration
Module 3.	Organizational Design
Module 4.	Performance Management and Compensation Policy
Module 5.	Talent Management
Module 6.	Talent Development in the Digital Age
Module 7.	Work Environment Management I
Module 8.	Management and Administration of In-Company Training

Where, When and How is it Taught?

TECH offers the possibility of developing this Executive Master's Degree in People Management completely online. During the 12 months of the program, the student will be able to access all the contents of this program at any time, which will allow the student to self-manage his or her study time.

A unique, key, and decisive educational experience to boost your professional development and make the definitive leap.

Module 1. Theory of Labor Relations

1.1. History of Labor Relations
1.1.1. Conceptual Framework and Definition. (Basic Concepts of Employment, Work)
1.1.2. Historical Evolution of Work Relations
1.1.3. Society of Knowledge in the 21st Century

1.2. Evolution of Ways of Working
1.2.1. Labor Relations and Job Markets
1.2.2. The Theory of Labor Market Segmentation and its Practices

1.3. Socialism - Communism in Labor Relations
1.3.1. Conceptual Framework of Socialism and Communism
1.3.2. Brief Historical Description
1.3.3. Labor Relations under the Communist Political Framework
1.3.4. Labor Relations under the Socialism Political Framework

1.4. Liberalism/Capitalism in Labor Relations
1.4.1. Concept of Liberalism vs. Capitalism
1.4.2. Capitalism throughout the History of Economics
1.4.3. Labor Relations under the Prism of Economic Capitalism

1.5. Union Law
1.5.1. Trade Unionism
1.5.2. The Role of Collective Bargaining

1.6. Employee Representation
1.6.1. Concept
1.6.2. Negotiation

1.7. State Intervention in Labor Relations
1.7.1. Historical Framework
1.7.2. Public Intervention in the Configuration of Individual Labor Relationships
1.7.3. Employment Contracts, Working Hours, Wages and Benefits

1.8. Institutionalism and Pluralism
1.8.1. Conceptualization and Framing within the Theories of the State
1.8.2. Institutionalism
1.8.3. Pluralism

1.9. Corporatism
1.9.1. Conceptualization
1.9.2. Types of Corporatism on the International Landscape

1.10. Social Politics in the International Field
1.10.1. Social Policies (Convergences and Divergences)
1.10.2. Intervention Models
1.10.3. The State of Well-Being

Module 2. HR Strategic Management and Administration

2.1. Strategic Thinking and Systems
2.1.1. The Company as a System
2.1.2. Strategic Thinking Derived from Corporate Culture
2.1.3. The Strategic Approach From a People Management Perspective

2.2. Human Resources Department Project Planning and Management
2.2.1. Keys to the Design and Implementation of a Balanced Scorecard
2.2.2. Workforce Sizing and Planning
2.2.3. Supporting Operations: Personnel Policies

2.3. Strategic Organizational Design
2.3.1. Business Partner Model
2.3.2. Share Services
2.3.3. Outsourcing

2.4. Job Design, Recruitment, and Selection
2.4.1. Training and Career Development
2.4.2. Strategic Approach to People Management
2.4.3. Design and Implementation of Personnel Policies and Practices

2.5. HR Analytics
2.5.1. Big Data and Business Intelligence (BI)
2.5.2. Human Resources Data Analysis and Modeling
2.5.3. Design and Development of Human Resources Metrics Measurements

2.6. Strategic Leadership
2.6.1. Leadership Models
2.6.2. Coaching
2.6.3. Mentoring
2.6.4. Transformational Leadership

2.7. Audit and Control of Human Resources Management
2.7.1. Reasons for the Audit of Human Resources Management
2.7.2. Data Collection and Analysis Tools
2.7.3. Audit Report

Module 3. Organizational Design

3.1. Fundamentals of Organizational Structure
3.1.1. Introduction to the Organizational Structure
3.1.2. Basic Principles of Organization

3.2. Organizational Design Criteria
3.2.1. Workplace Organization
3.2.2. Chain of Command Management
3.2.3. Centralization and Decentralization Mechanisms
3.2.4. Process Formalization Procedures

3.3. Components of Organizational Structure
3.3.1. Functional Organization Charts
3.3.2. Matrix Organization Charts

3.4. Job Assessment
3.4.1. Quantitative Analyses of Job Assessment
3.4.2. Qualitative Analyses of Job Assessment

3.5. Organizational Management by Processes
3.5.1. Integrated Process Management in the Organization

3.6. Competency Management
3.6.1. Introduction to Professional Competencies: Definition of Competency
3.6.2. Competency-Based Management Mechanisms

3.7. New Forms of Organization
3.7.1. Organization by Projects
3.7.2. Flat Organizations

3.8. Collaborative Workspaces
3.8.1. Collaborative Workspace Design
3.8.2. Productivity Measurement Systems in Collaborative Workspaces

3.9. Organization of Self-Managed Teams
3.9.1. Characteristics of a Self-Managed Team
3.9.2. Self-Managed Team Management Methodologies

3.10. Communication as an Organizational Tool Management
3.10.1. Communication as an Element in Organizational Relationships
3.10.2. Communication Management in Organizations

Module 4. Performance Management and Compensation Policy

4.1. Introduction to Performance Management and Management by Objectives
4.1.1. The Impact of the Digital Era on Professional Performance
4.1.2. Digital Transformation in Companies
4.1.3. New Human Resources Policies in the Digital Era
4.1.4. New Work Environments
4.1.5. Performance Evaluation: What is it and What is it for?
4.1.4. Performance Evaluation Models

4.2. The Performance Management Cycle
4.2.1. New Work Environments
4.2.2. Phases of the Performance Management Cycle
4.2.3. Models in Work Systems

4.3. Performance Planning
4.3.1. Initial Design of the Performance Evaluation: Company Analysis
4.3.2. Setting Individual and Group Objectives
4.3.3. Performance Metrics
4.3.4. Competency-Based Evaluation Systems

4.4. Performance Monitoring
4.4.1. Management of the Corporate Talent Map
4.4.2. Individual and Group Action Plan Follow-up Mechanisms: Observation, Coaching and Feedback Techniques
4.4.3. Recognition Plans

4.5. Performance Evaluation
4.5.1. Key Points in Performance Appraisal: Objectives, Competencies and Project/Team
4.5.2. Definition of Evaluation Scales and Parameters of Excellence
4.5.3. The Application of the Evaluation

4.6. Underperformance Management
4.6.1. Observation Techniques
4.6.2. Incentive Motivation and Coaching Methodologies
4.6.3. Recovery Plan

4.7. Annual Planning of Performance Plans
4.7.1. Design and Development of an Annual Performance Plan
4.7.2. Analysis of Results

Module 5. Talent Management

5.1. Managing Human Capital
5.1.1. Intellectual Capital. The Intangible Asset of Knowledge
5.1.2. Talent Acquisition
5.1.3. Search for People for the Organization
5.1.4. Preventing the Loss of Human Resources

5.2. Innovation in Talent and People Management
5.2.1. Strategic Talent Management Models
5.2.2. Talent Identification, Training and Development
5.2.3. Loyalty and Retention
5.2.4. Proactivity and Innovation

5.3. Strategic Engagement Management
5.3.1. Engagement Management in the New Generations
5.3.2. Return on Capital Stock
5.3.3. Emotional Salary

5.4. Talent Management and Commitment
5.4.1. Keys for Positive Management
5.4.2. Talent Map of the Organization
5.4.3. Cost and Added Value

5.5. Human Resources Management by Competencies
5.5.1. Analysis of the Potential
5.5.2. Career/Succession Planning

5.6. Training Management
5.6.1. Learning Theories
5.6.2. Talent Detection and Retention
5.6.3. Gamification and Talent Management
5.6.4. Training and Professional Obsolescence

5.7. Motivation
5.7.1. The Nature of Motivation
5.7.2. Expectations Theory
5.7.3. Needs Theory
5.7.4. Motivation and Financial Compensation

5.8. Compensation and Non-Economic Benefits
5.8.1. Quality of Life in the Workplace Programs
5.8.2. Expansion and Enrichment of the Job
5.8.3. Flexible Schedules and Job Sharing
5.8.4. Healthy Environment Organization

5.9. Incentives and Profit Sharing
5.9.1. Incentive Systems
5.9.2. Cost Reduction Plans
5.9.3. Distribution of Salary Concepts

5.10. Environment, Strategy, and Metrics
5.10.1. Efficiency and Motivation in the Workplace
5.10.2. Study of Methods and Work Measurement
5.10.3. Performance Evaluation

Module 6. Talent Development in the Digital Age

6.1. Digital Transformation in Talent Management
6.1.1. Challenges of New Human Resources Communication Management in the Digital Age
6.1.2. Talent in the 21st Century. Motivational Designs and Learning Agility
6.1.3. Change Management in the Digital Age

6.2. Managing Human Capital
6.2.1. Human Capital Concept
6.2.2. Management Strategy

6.3. Innovation and Talent Management
6.3.1. Contextualization of Talent
6.3.2. Process of Talent Management

6.4. Knowledge and Talent Management
6.4.1. Attitudes, Values and Beliefs
6.4.2. Engagement Management and Corporate Culture

6.5. Digital Strategies in Human Resources
6.5.1. Employer Branding in Human Resources
6.5.2. Personal Branding for Human Resources Professionals
6.5.3. Networking and Social Media

6.6. Work Performance Management in Digital Ecosystems
6.6.1. Competencies 3.0 for Work in the Digital Age
6.6.2. Digital Project Management
6.6.3. Coordination of Virtual Work Teams
6.6.4. Growth Management: Leading Competent Teams
6.6.5. Mentoring and Collaborative Learning

6.7. Motivation in the Digital Era
6.7.1. Motivation and Job Satisfaction, Contextualization
6.7.2. New Work Motivation Systems: Gamification

6.8. Compensation and Non-Economic Benefits
6.8.1. Basic Aspects of Remuneration Policies
6.8.2. Remuneration in Kind Systems

6.9. Incentives and Profit Sharing
6.9.1. Contextualization
6.9.2. Types of Profit Sharing
6.9.3. Monitoring and Measurement of Satisfaction

6.10. Environment and Metric Strategy
6.10.1. Contextualization
6.10.2. Measurement and Monitoring

Module 7. Work Environment Management I

7.1. Introduction to Work Environment Management
7.1.1. Organizational Culture, Leadership and Conflict
7.1.2. Basic Elements of Organizational Culture
7.1.3. Conflicts: Concepts and Types
7.1.4. Relationship Between Culture and Leadership

7.2. Introduction to the Prevention of Occupational Risks
7.2.1. Introduction to Work Health and Safety
7.2.2. Introduction to Ergonomics in the Workplace
7.2.3. Introduction to the Prevention of Psychosocial Risks

7.3. Environmental Conditions for People with Disabilities
7.3.1. NOM-030-SSA3-2013
7.3.2. Types of Disabilities
7.3.3. Correct Adaptation of the Work Place

7.4. Gender Equality of the Organization
7.4.1. Rules and Sanctions in the Organization
7.4.2. Actions for Effective Equality Between Men and Women in the Field of Employment

7.5. Job Placement Management
7.5.1. Personnel Selection
7.5.2. Internal Selection Processes
7.5.3. External Selection Processes

7.6. Work Environment
7.6.1. The Environment in Organizations: Concept of Work Environment
7.6.2. Work Climate Dimensions
7.6.3. Measurement of the Work Environment
7.6.4. Qualitative Measuring Tools for the Work Environment: SWOT and PESTEL

7.7. Deterioration of the Working Environment
7.7.1. Psychosocial Risks: Burnout and Mobbing
7.7.2. Absenteeism

7.8. Work Environment Improvement Plan
7.8.1. Primary, Secondary and Tertiary Prevention
7.8.2. Crisis Intervention
7.8.3. Essential Criteria for an Action Plan

Module 8. Management and Management of In-Company Training

8.1. In-Company Training
8.1.1. Training Concept, Objectives and Actors
8.1.2. Training as an Element of Business Strategy

8.2. Training Planning
8.2.1. Element of Training Planning
8.2.2. Budget Management

8.3. Assessment of Training Needs
8.3.1. Detection of Training Needs
8.3.2. Techniques and Data Collection
8.3.3. Analysis and Valuation

8.4. Training Methods
8.4.1. On-The-Job Training
8.4.2. Off-The-Job Training
8.4.3. Training in Digital Environments: E-Learning
8.4.4. Blended Training

8.5. Design and Programming of Training Actions
8.5.1. Concept of Design and Programming of Training Actions
8.5.2. Definition of the Objective and Contents of the Training Actions
8.5.3. Methodology of Teaching in Training Activities

8.6. The Dual Education System
8.6.1. Origin of Dual Training and Reference Countries
8.6.2. Labor Aspects of the Dual Training Context
8.6.3. Training Aspects of the Dual Training Context
8.6.4. Perspectives and Evolution of Dual Training

8.7. The Cost of Training in the Organization
8.7.1. Direct Training Costs
8.7.2. Indirect Training Costs
8.7.3. The Economic Impact of Proper Training in the Company

8.8. In-House Training Inspections and Audit
8.8.1. Government Inspections
8.8.2. External Audits
8.8.3. Risks in Case of Non-Compliance

8.9. High-Specialty Training
8.9.1. High-Risk Positions
8.9.2. Special Training Programs

A unique, key, and decisive experience to boost your professional development"

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"

TECH Business School uses the Case Study to contextualize all content

Our program offers a revolutionary approach to developing skills and knowledge. Our goal is to strengthen skills in a changing, competitive, and highly demanding environment.

" *At TECH, you will experience a learning methodology that is shaking the foundations of traditional universities around the world"*

This program prepares you to face business challenges in uncertain environments and achieve business success.

A learning method that is different and innovative

This TECH program is an intensive educational program, created from scratch to present executives with challenges and business decisions at the highest level, whether at the national or international level. This methodology promotes personal and professional growth, representing a significant step towards success. The case method, a technique that lays the foundation for this content, ensures that the most current economic, social and business reality is taken into account.

You will learn, through collaborative activities and real cases, how to solve complex situations in real business environments"

The case method has been the most widely used learning system among the world's leading business schools for as long as they have existed. The case method was developed in 1912 so that law students would not only learn the law based on theoretical content. It consisted of presenting students with real-life, complex situations for them to make informed decisions and value judgments on how to resolve them. In 1924, Harvard adopted it as a standard teaching method.

What should a professional do in a given situation? This is the question we face in the case method, an action-oriented learning method. Throughout the program, the studies will be presented with multiple real cases. They must integrate all their knowledge, research, argue and defend their ideas and decisions.

Our program prepares you to face new challenges in uncertain environments and achieve success in your career.
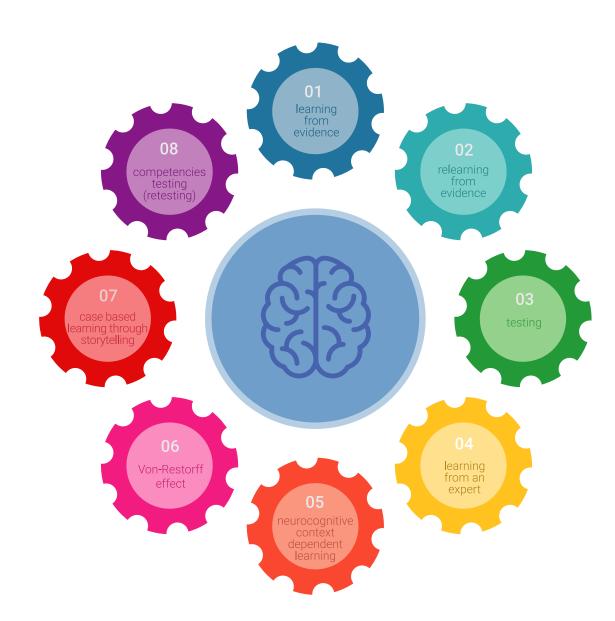
Relearning Methodology

TECH effectively combines the Case Study methodology with a 100% online learning system based on repetition, which combines different teaching elements in each lesson.

We enhance the Case Study with the best 100% online teaching method: Relearning.

> *Our online system will allow you to organize your time and learning pace, adapting it to your schedule. You will be able to access the contents from any device with an internet connection.*

At TECH you will learn using a cutting-edge methodology designed to train the executives of the future. This method, at the forefront of international teaching, is called Relearning.

Our online business school is the only one in the world licensed to incorporate this successful method. In 2019, we managed to improve our students' overall satisfaction levels (teaching quality, quality of materials, course structure, objectives...) based on the best online university indicators.

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)

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. With this methodology we have trained more than 650,000 university graduates with unprecedented success in fields as diverse as biochemistry, genetics, surgery, international law, management skills, sports science, philosophy, law, engineering, journalism, history, markets, and financial instruments. All this in a highly demanding environment, where the students have a strong socio-economic profile and an average age of 43.5 years.

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

From the latest scientific evidence in the field of neuroscience, not only do we know how to organize information, ideas, images and memories, but we know that the place and context where we have learned something is fundamental for us to be able to remember it and store it in the hippocampus, to retain it in our long-term memory.

In this way, and in what is called neurocognitive context-dependent e-learning, the different elements in our program are connected to the context where the individual carries out their professional activity.

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.

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.

Management Skills Exercises

They will carry out activities to develop specific executive competencies in each thematic area. Practices and dynamics to acquire and develop the skills and abilities that a high-level manager needs to develop in the context of the globalization we live in.

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.

30%

10%

8%

3%

30%

15%

4%

Case Studies

Students will complete a selection of the best case studies chosen specifically for this program. Cases that are presented, analyzed, and supervised by the best senior management specialists in the world.

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".

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.

Our Students' Profiles

Our Executive Master's Degree in People Management is a program aimed at professionals in Labor Relations and Human Resources who want to update their knowledge in the field of people management and advance in their professional career towards a promising future in this field.

The compendium of knowledge that they will acquire after attending this complete specialization will enable them to develop in this field with guarantees of success and will enable them to position themselves as experts in this area.

"If you want to achieve an interesting improvement in your professional career while continuing to work, this is the program for you"

Average Age

Between **35** and **45** years old

Years of Experience

More than 15 years **18%**

Up to 5 years **15%**

10 to 15 years **35%**

5 to 10 years **32%**

Training

Labor Relationships **32%**

Psychology **27%**

Law **22%**

Social Sciences **6%**

Other **13%**

Academic Profile

Human Resources **33%**

Consulting **18%**

Entrepreneurs **15%**

Psychologists **20%**

Other **14%**

Geographical Distribution

USA **13%**
Spain **36%**
Mexico **18%**
Colombia **5%**
Argentina **12%**
Chile **6%**
Peru **2%**
Other **8%**

Luis D. González

HR Manager

"This is not the first time I have chosen TECH to increase my knowledge and once again I have been pleasantly satisfied. They have what today's worker needs: flexible scheduling, self-paced learning and above all quality content. This program is certainly proof of that"

Course Management

TECH is continually committed to academic excellence. For this reason, each of its programs has teaching teams of the highest reputation. These experts have extensive experience in their professional fields and, at the same time, have achieved significant results with their empirical research and fieldwork. In addition, these specialists play a leading role within the university qualification, as they are in charge of selecting the most up-to-date and innovative content to be included in the syllabus. In addition, they participate in the elaboration of numerous multimedia resources of high pedagogical rigor.

"

This academic itinerary is exclusive to TECH and you will be able to develop it at your own pace thanks to its 100% online Relearning methodology"

International Guest Director

Gina Cruceru is a true eminence in the field of administrative leadership and Human Resources management. For more than 15 years she has been involv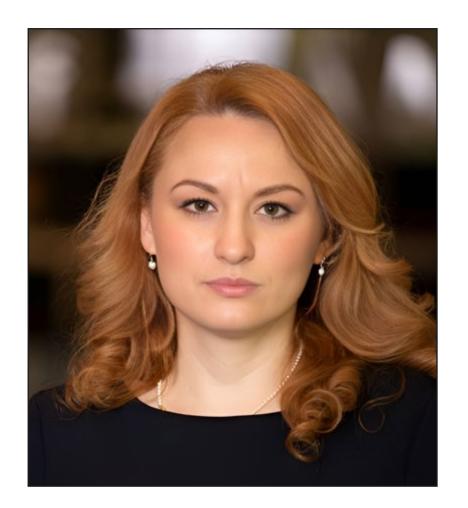ed in organizational transformation projects in various industrial sectors. In addition, the professionals under her care have achieved very high levels of business commitment through their productive functions.

Since the beginning of her career, this expert has been involved in the dynamic environment of Fast Moving Consumer Goods (FMCG), energy and oil & gas. The experiences acquired in these fields have provided her with advanced theoretical and practical skills which, in turn, have enabled her to work as Deputy HR Director at the prestigious KMG International Group (Rompetrol). In that position she has specialized in the search for mechanisms to achieve objectives and maximize the performance of workers.

Specifically from the Rompetrol community, Cruceru has implemented programs to improve people management processes. In particular, it has deployed initiatives related to performance management, career management, recruitment and selection, training and development, labor relations, employer branding and others. With almost 6,000 employees of multiple nationalities under her responsibility, she has promoted work strategies that encompass different disciplines, integrating various departments and technical activities.

She holds a Professional Master's Degree in Business Communication and Human Resources from the University of Bucharest and a Bachelor's Degree in Philosophy and European Studies. Thanks to her first professional experiences, she has been involved with multinationals such as Phillip Morris Romania. At the same time, she has coordinated the platforms Together We Grow People and Fuel People Passions that are committed to creating balanced work environments, where the leaders of the future can develop naturally.

Dña. Cruceru, Gina

- Human Resources Specialist at Phillip Morris Romania
- Professional Master's Degree in Business Communication and Human Resources from the University of Bucharest.
- Degree in Philosophy and European Studies at the University of Bucharest

"

Thanks to TECH, you will be able to learn with the best professionals in the world"

10
Impact on Your Career

TECH is aware that taking a program of these characteristics is a great economic, professional and of course, personal investment. The ultimate goal of carrying out this great effort must be to achieve professional growth, and to do so with proven efficiency. For this, we offer you a unique opportunity to continue updating your knowledge and improving your professional skills with a team of experts with extensive work and teaching experience.

" *We put all our tools at your disposal to help you achieve professional success"*

Are you ready to take the leap?
Excellent professional development awaits you

This intensive TECH program will prepare you to face challenges and decisions in people management. Its main objective is to support your personal and professional growth and help you achieve success.
If you want to excel, make a positive change at a professional level and interact with the best, this is the place for you.

Thanks to this programme you will receive a large number of job offers with which you will be able to start your professional growth.

Don't miss the opportunity to specialize in people management.

When the change occurs

During the program	During the first year	After 2 years
21%	**58%**	**21%**

Type of change

Internal Promotion **37%**
Change of Company **35%**
Entrepreneurship **28%**

Salary increase

This program represents a salary increase of more than **25.22%** for our students

Salary before	A salary increase of	Salary after
$52,000	**25.22%**	**$65,115**

11
Benefits for Your Company

The Executive Master's Degree in People Management contributes to raising the organization's talent to its maximum potential through the specialization of high-level leaders. Therefore, participating in this educational program will improve not only on a personal level, but above all, on a professional level, increasing their training and improving their managerial skills. But it is also a unique opportunity to access a powerful network of contacts in which to find future professional partners, customers or suppliers.

" *You will have the right knowledge to offer the company innovative management strategies"*

Developing and retaining talent in companies is the best long-term investment.

01

Intellectual Capital and Talent Growth

Bring new concepts, strategies and perspectives to the company that can bring about relevant changes in the organization.

02

Retaining high-potential executives to avoid talent drain

This program strengthens the link between the company and the executive and opens new avenues for professional growth within the company.

03

Building agents of change

You will be able to make decisions in times of uncertainty and crisis, helping the organization overcome obstacles.

04

Increased international expansion possibilities

Thanks to this program, the Organisation will come into contact with the main markets in the world economy.

05 Project Development

You will be able to work on a real project or develop new projects.

06 Increased competitiveness

This program will equip students with the skills to take on new challenges and drive the organization forward.

12

Certificate

The Executive Master's Degree in People Management guarantees students, in addition to the most rigorous and up-to-date education, access to a Executive Master's Degree 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 **Executive Master's Degree diploma in People Management** 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.
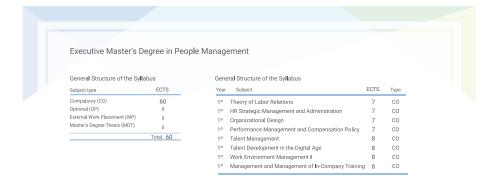
Title: **Executive Master's Degree in People Management**

Modality: **online**

Duration: **12 months**

Accreditation: **60 ECTS**

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tech global university

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

Executive Master's Degree in People Management

This is a program of 1,500 hours of duration equivalent to 60 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
Chancellor

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

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Executive Master's Degree in People Management

General Structure of the Syllabus

Subject type	ECTS
Compulsory (CO)	60
Optional (OP)	0
External Work Placement (WP)	0
Master's Degree Thesis (MDT)	0
Total	60

General Structure of the Syllabus

Year	Subject	ECTS	Type
1º	Theory of Labor Relations	7	CO
1º	HR Strategic Management and Administration	7	CO
1º	Organizational Design	7	CO
1º	Performance Management and Compensation Policy	7	CO
1º	Talent Management	8	CO
1º	Talent Development in the Digital Age	8	CO
1º	Work Environment Management I	8	CO
1º	Management and Management of In-Company Training	8	CO

Dr. Pedro Navarro Illana
Rector

tech global university

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*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.

Executive Master's Degree
People Management

- » Modality: **online**
- » Duration: **12 months**
- » Certificate: **TECH Global University**
- » Credits: **60 ECTS**
- » Schedule: **at your own pace**
- » Exams: **online**

Executive Master's Degree
People Management

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