

FACULTY OF ECONOMICS AND BUSINESS

GRADUATE PROFILE EVALUATION SYSTEM

DEGREE: BACHELOR'S DEGREE IN HUMAN TALENT MANAGEMENT

Graduate Profile of the Bachelor in Human Talent Management

The Bachelor of Human Talent Management from Ecotec University is a professional who develops actions aimed at the proper implementation of organizational values, taking into account individual work experiences and business ethical principles, organizing strategic plans based on the institutional context, promoting the well-being of employees and the organization.

Competencies of a Bachelor of Science in Human Talent Management:

The specific (professional) skills that the professional will acquire in Human Talent Management includes the following:

EC	CE COMPONENTS 1: ORGANIZATIONAL AWARENESS
C1	Understands how the organization works.
C2	Applies knowledge of organizational structure and culture
C3	Analyzes organizational processes
C4	Evaluates organizational performance

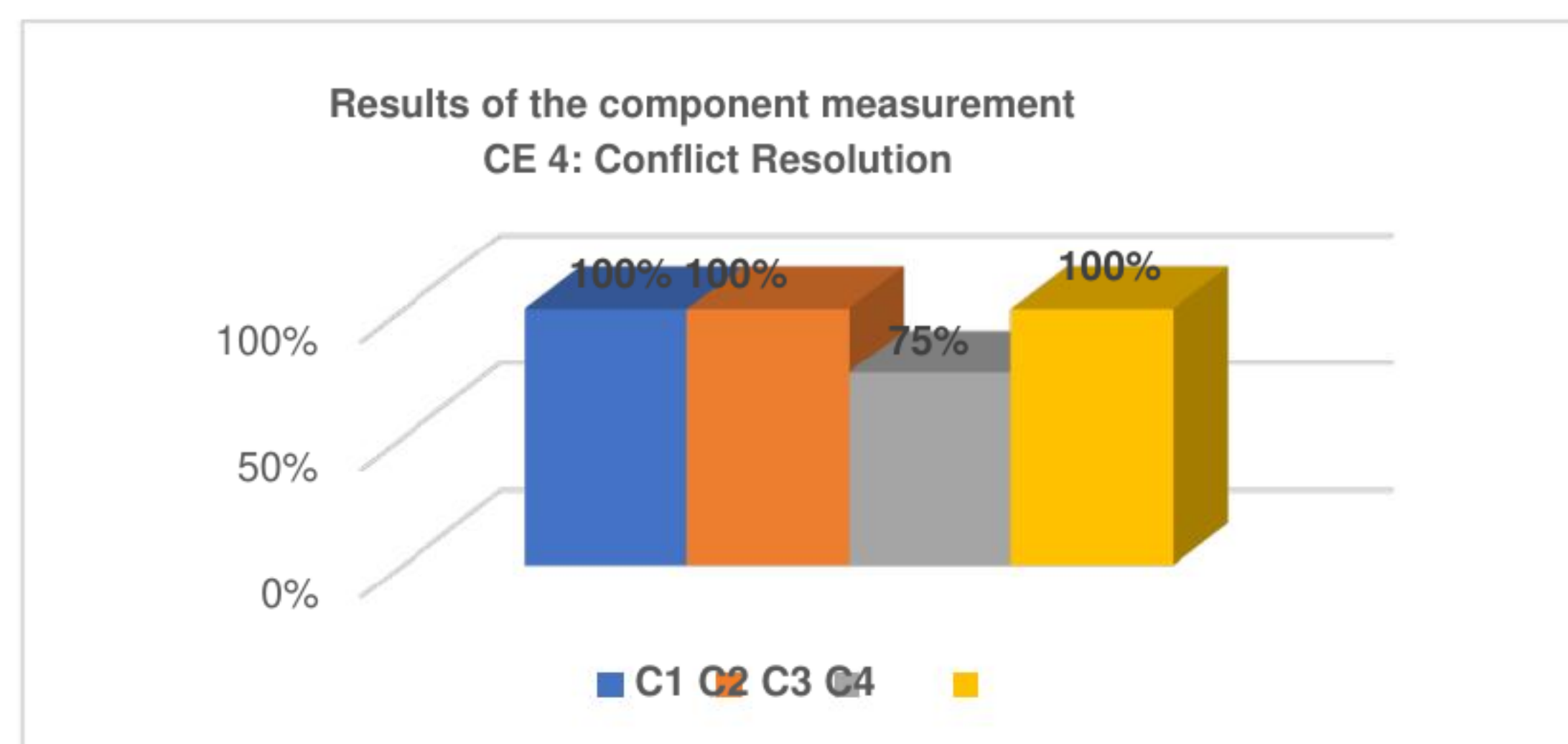
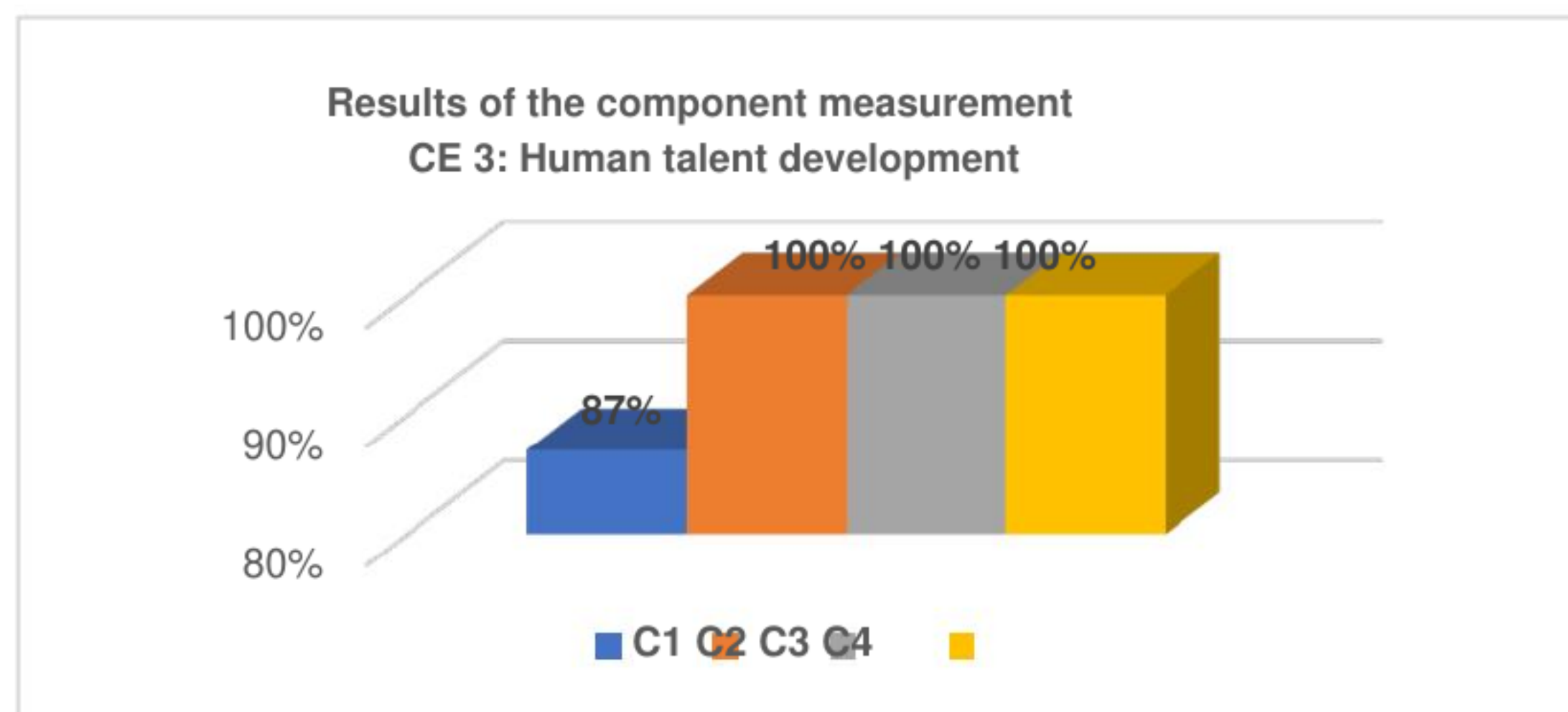
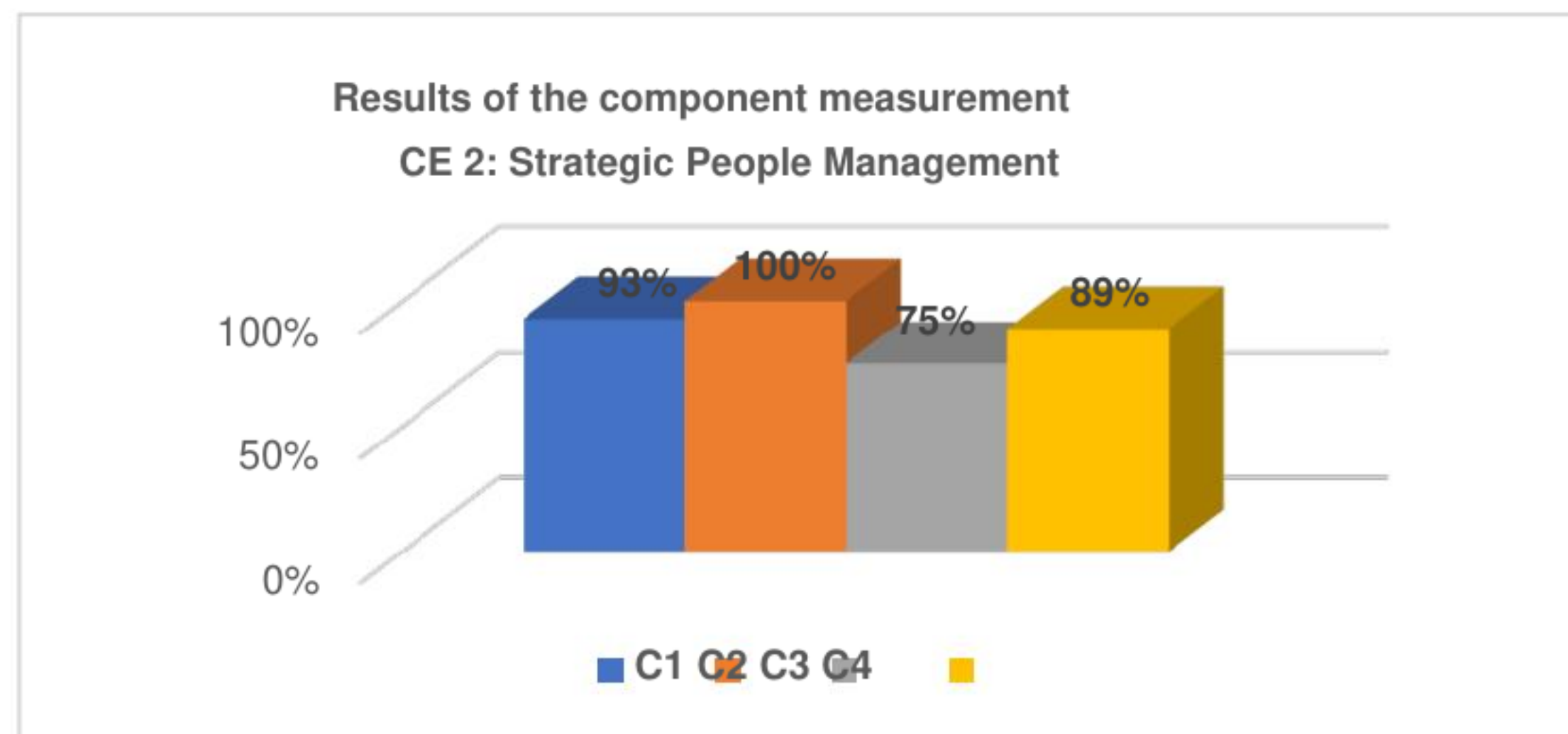
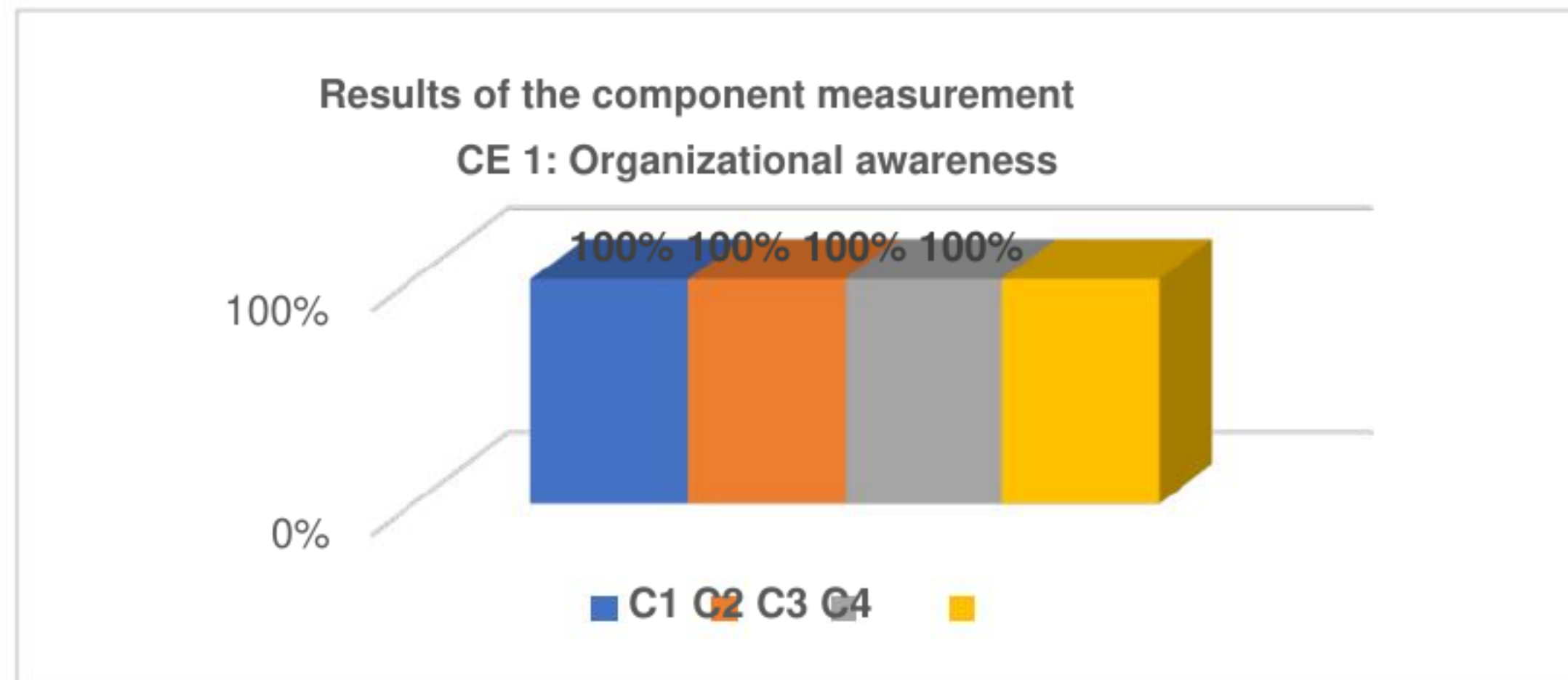
EC	CE 2 COMPONENTS: STRATEGIC PEOPLE MANAGEMENT
C1	Understands principles and practices of strategic people management
C2	Uses strategic techniques and tools
C3	Analyzes people management strategies and policies
C4	Design innovative and measurable strategies

EC	CE 3 COMPONENTS: HUMAN TALENT DEVELOPMENT
C1	Identify human talent development strategies
C2	Analyze the components of a human talent development plan
C3	Evaluates the effectiveness of human talent development programs
C4	Designs innovative human talent development programs

EC	CE 4 COMPONENTS: CONFLICT RESOLUTION
C1	Understand the underlying causes of conflicts.
C2	Apply conflict resolution techniques
C3	Analyze the components of a conflict
C4	Evaluate the effectiveness of conflict resolution

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Graphical presentation of the results achieved in the specific competencies and their components (**Goal: at least 70% of students reach the "acceptable achievement" level**)



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The transversal skills that the professional in Administration will acquire
 The companies are as follows:

CT	COMPONENTS OF CT 1: CRITICAL THINKING AND PROBLEM SOLVING
C1	Identifies and explains problems or situations
C2	Interprets information
C3	Analyze arguments presented
C4	Evaluate evidence and apply viable solutions

CT	CT 2 COMPONENTS: LEADERSHIP AND TEAMWORK
C1	Assertive Communication
C2	Collaborative work
C3	Decision making
C4	Efficient resource management

CT	CT 3 COMPONENTS: CREATIVITY AND INNOVATION
C1	Generates ideas or initiatives and shares them with others
C2	Proposes and justifies the application of new methods to make his initiative or idea effective
C3	Design and implement the defined method
C4	Analyze and evaluate the results of the implemented initiative or idea.

CT	CT 4 COMPONENTS: RESEARCH
C1	Defining a problem
C2	Data collection techniques/Methodological design
C3	Analyze and interpret the information (results)
C4	Prepare a final research report

Graphical presentation of the results achieved in transversal competencies and their components **(Goal: at least 70% of students reach the "acceptable achievement" level)**

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