

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: CONSCIOUSNESS STRATEGIC ORGANIZATIONAL	RESULTS SEMESTER 1 - 2025
C1	Identify how the organization functions in a comprehensive way.	88%
C2	Explain the power relationships between interest groups	100%
C3	Connect the key processes in organizational management	100%
C4	Analyze organizational performance	100%

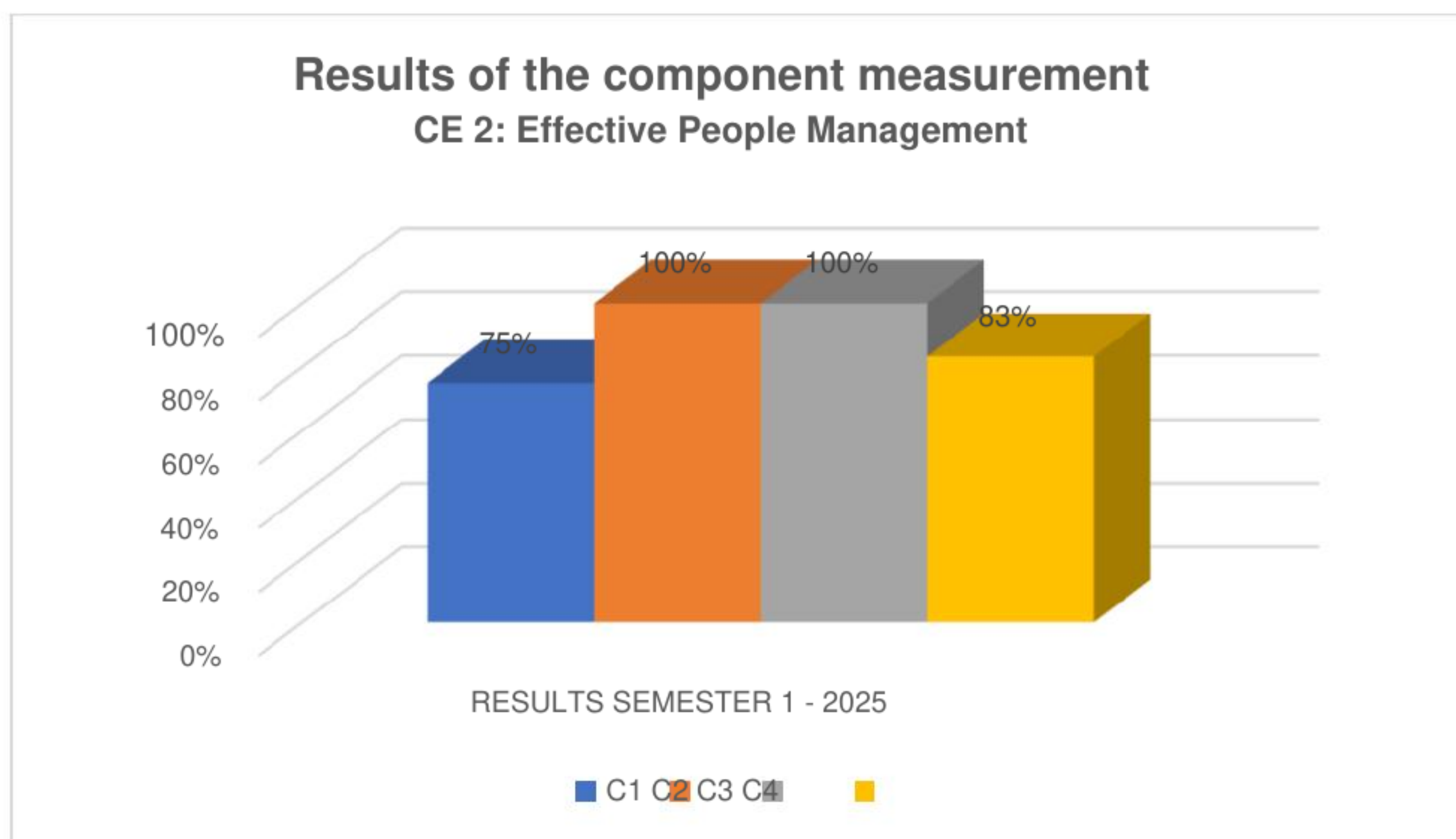
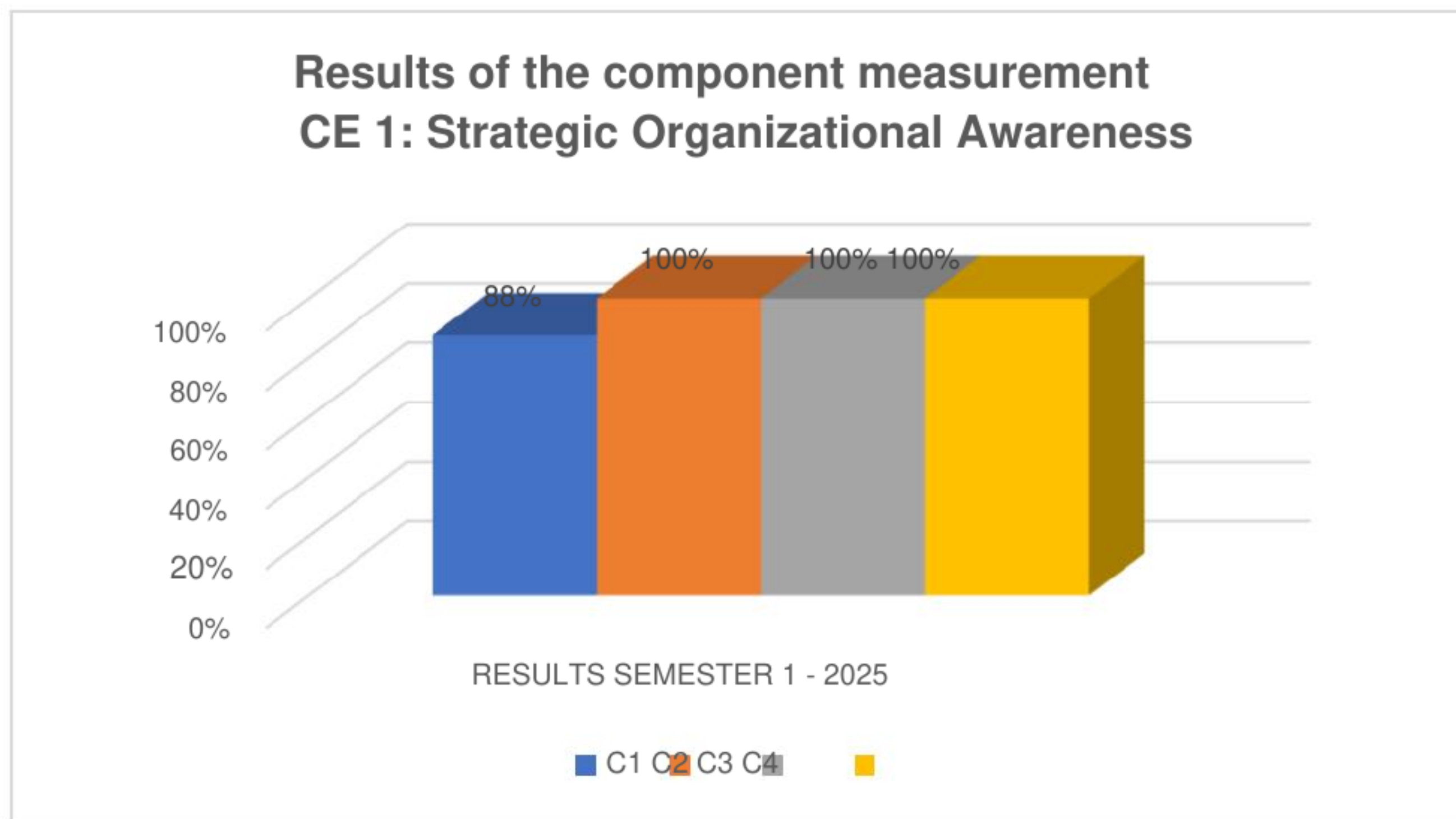
EC	CE 2 COMPONENTS: EFFECTIVE MANAGEMENT OF PEOPLE	RESULTS SEMESTER 1 - 2025
C1	It encompasses the principles and practices of talent management in organizational contexts.	75%
C2	Uses strategic people optimization techniques and tools	100%
C3	Analyzes people management policies and strategies with a critical approach	100%
C4	Evaluate innovative and measurable strategies for human talent management	83%

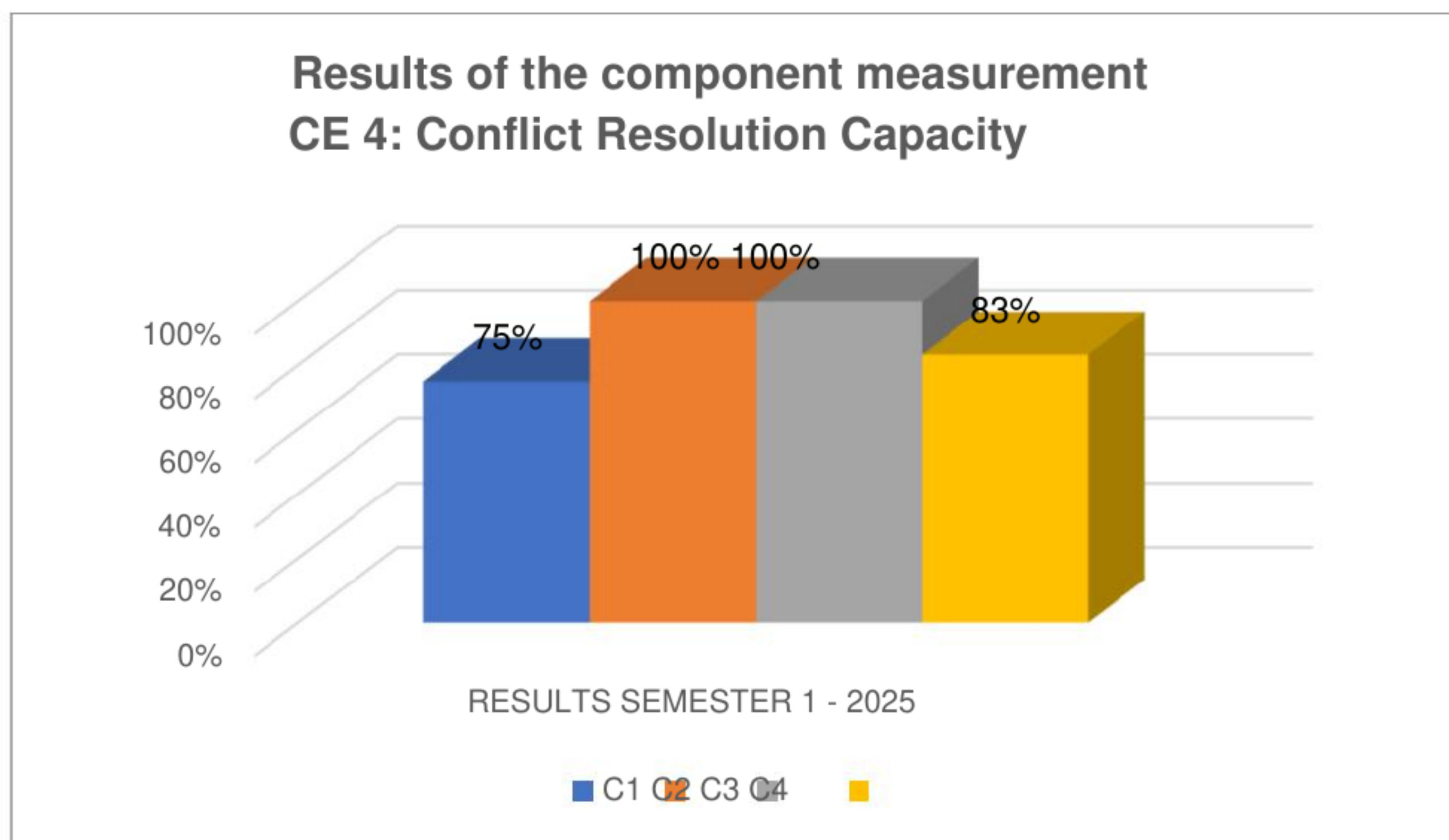
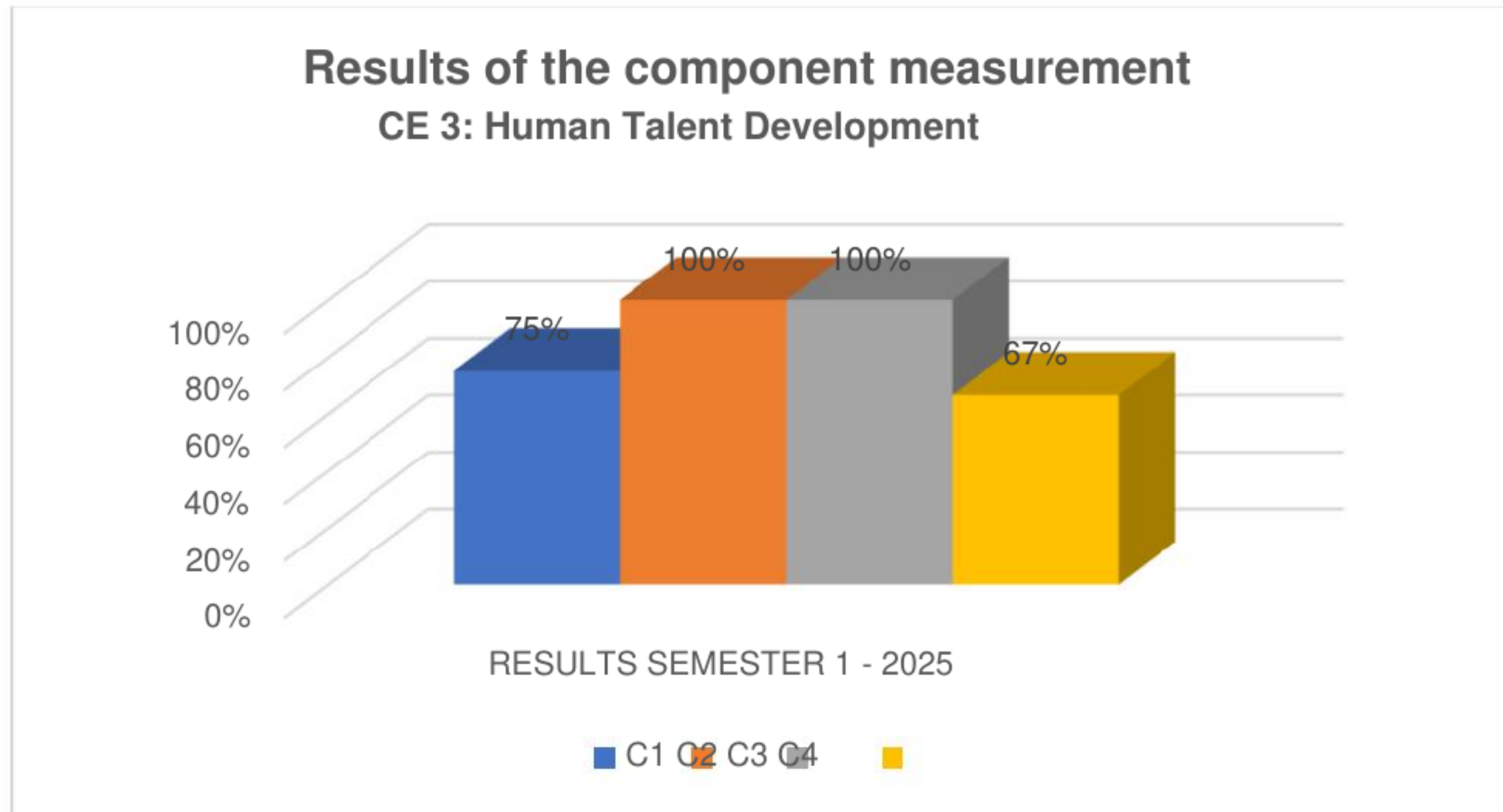
EC	CE 3 COMPONENTS: DEVELOPMENT OF HUMAN TALENT	RESULTS SEMESTER 1 - 2025
C1	Identifies human talent development strategies based on organizational needs	75%
C2	Analyze human talent development plans considering organizational resources	100%
C3	Evaluate human talent development programs based on results and performance indicators	100%
C4	Design innovative proposals for the well-being and development of human talent	67%

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EC	CE 4 COMPONENTS: CAPACITY OF CONFLICT RESOLUTION	RESULTS SEMESTER 1 - 2025
C1	Define the underlying causes of conflicts in organizational contexts	75%
C2	Applies conflict resolution techniques adapted to various situations	100%
C3	Analyze the components of conflicts considering their relational and organizational impact. Evaluate the effectiveness	100%
C4	of conflict resolution strategies based on key indicators.	83%

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





The transversal skills that the Talent Management professional will acquire Human are the following:

CT	CT COMPONENTS 1: CRITICAL THINKING AND PROBLEM SOLVING	RESULTS SEMESTER 1 - 2025
C1	Identify and explain problems or situations	81%
C2	Interprets information	0%
C3	Analyze the arguments presented	100%
C4	Evaluate evidence and apply viable solutions	50%

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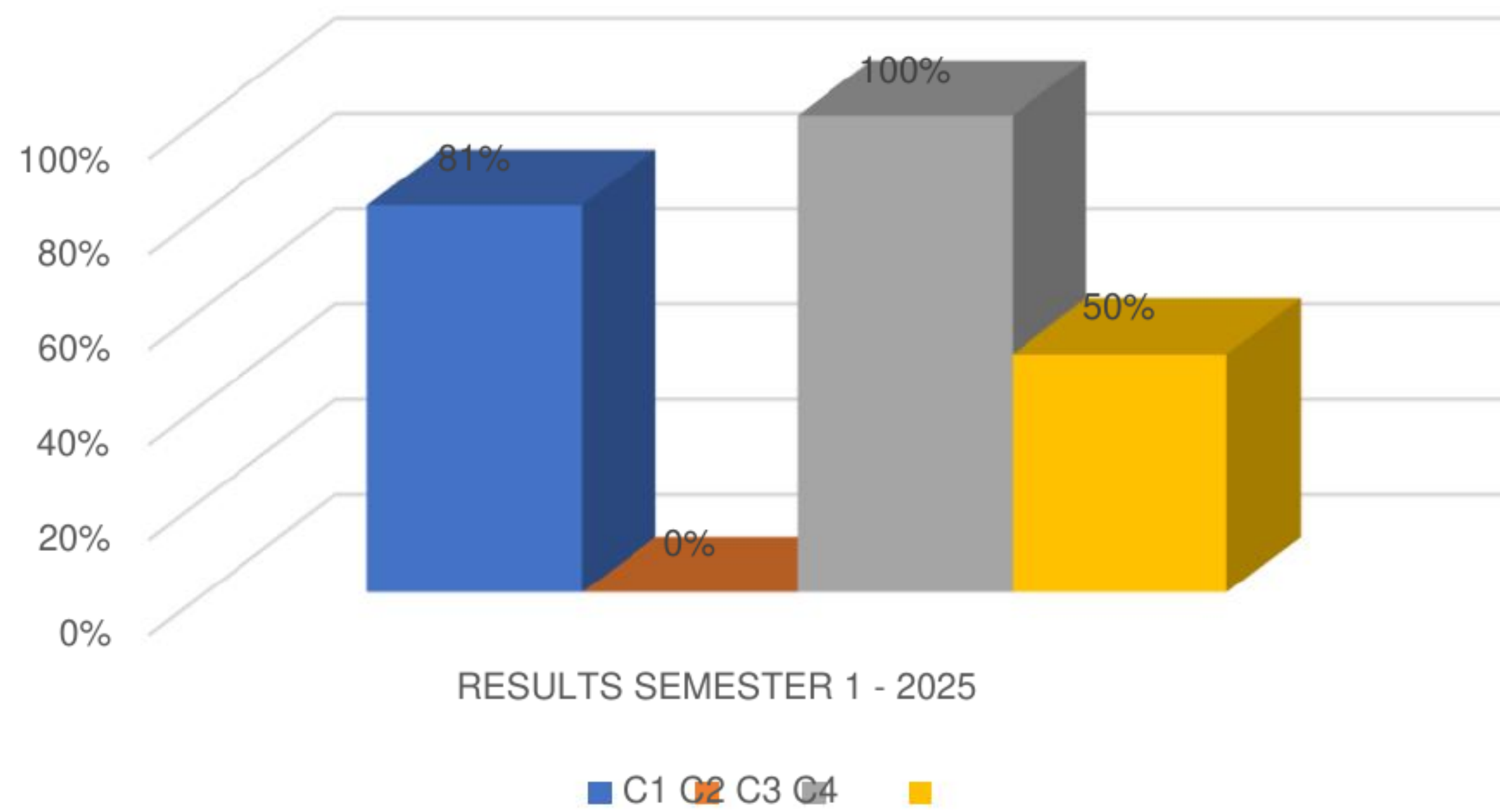
CT	COMPONENTS OF CT 2: LEADERSHIP AND WORK AS A TEAM	RESULTS SEMESTER 1 - 2025
C1	Assertive Communication	63%
C2	Collaborative work	100%
C3	decision making	100%
C4	Efficient resource management	67%

CT	COMPONENTS OF CT 3: CREATIVITY AND INNOVATION	RESULTS SEMESTER 1 - 2025
C1	Generate ideas or initiatives and share them with others	81%
C2	Proposes and justifies the application of new methods to make his initiative or idea effective	0%
C3	Design and implement the defined method	100%
C4	Analyze and evaluate the results of the implemented initiative or idea.	100%

CT	COMPONENTS OF CT 4: RESEARCH	RESULTS SEMESTER 1 - 2025
C1	Define a problem	56%
C2	Data collection techniques/Methodological design	0%
C3	Analyze and interpret the information (results)	100%
C4	Prepare a final research report	50%

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

**Results of the component measurement
CT 1: Critical thinking and problem solving**



**Results of the component measurement
CT 2: Leadership and teamwork**

