

**FACULTY OF ECONOMICS AND BUSINESS**

**GRADUATE PROFILE EVALUATION SYSTEM**

**CAREER: 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 2 - 2025
C1	Identify how the organization functions in a comprehensive way.	86%
C2	Explain the power relationships between interest groups	71%
C3	Connect the key processes in organizational management	100%
C4	Analyze organizational performance	100%

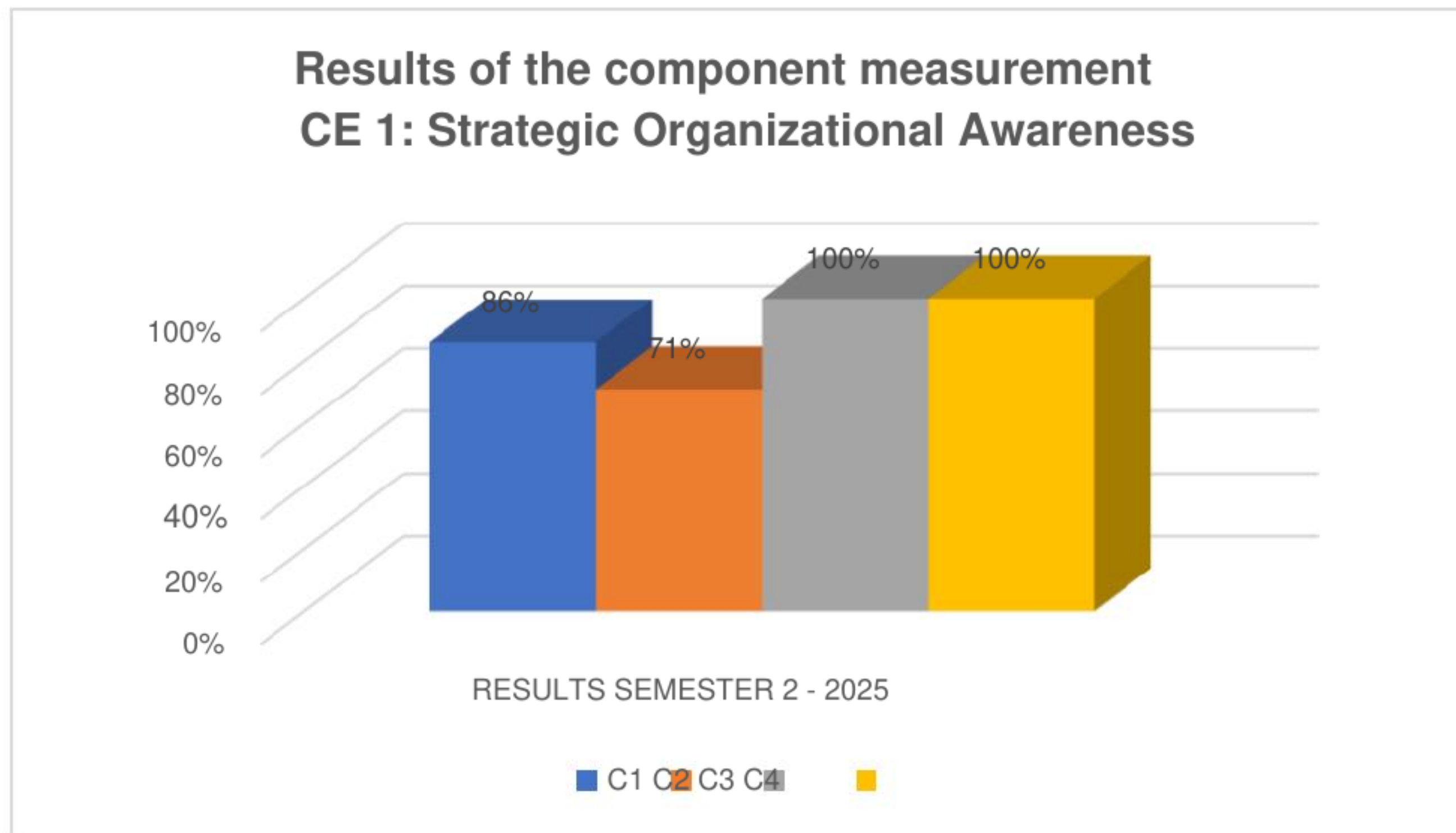
EC	CE 2 COMPONENTS: EFFECTIVE MANAGEMENT OF PEOPLE	RESULTS SEMESTER 2 - 2025
C1	It encompasses the principles and practices of talent management in organizational contexts.	86%
C2	Uses strategic people optimization techniques and tools	71%
C3	Analyzes people management policies and strategies with a critical approach	78%
C4	Evaluate innovative and measurable strategies for human talent management	83%

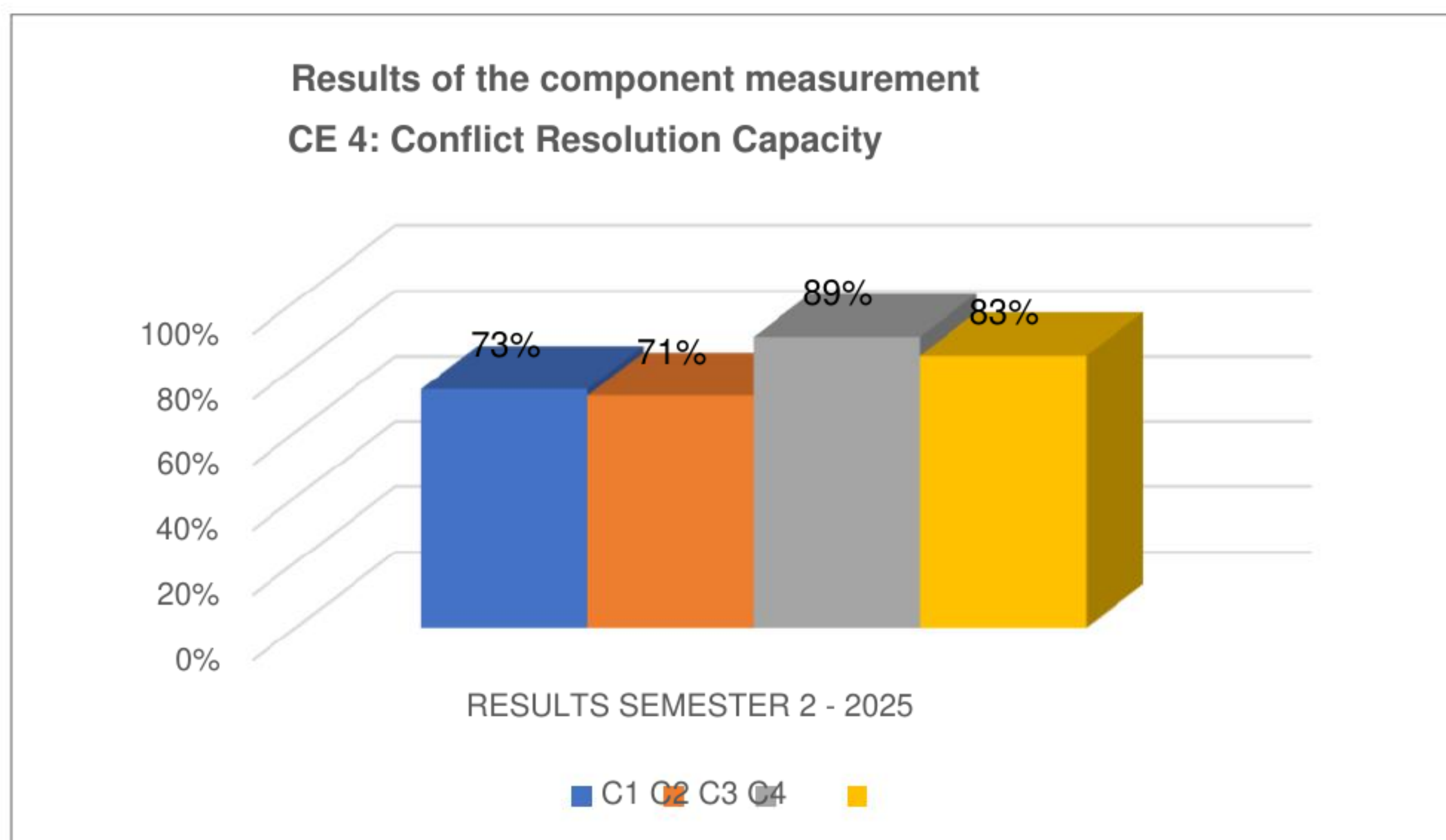
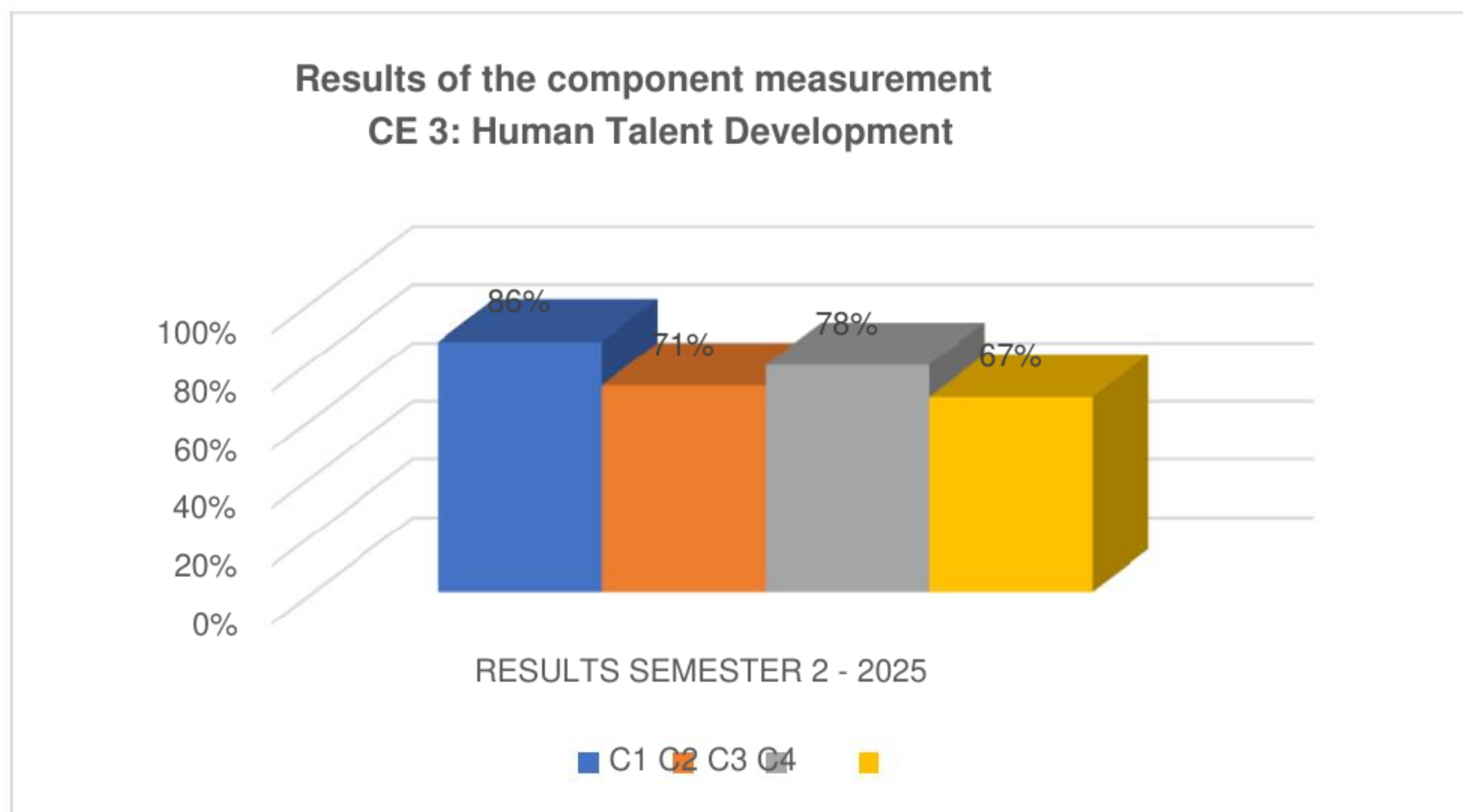
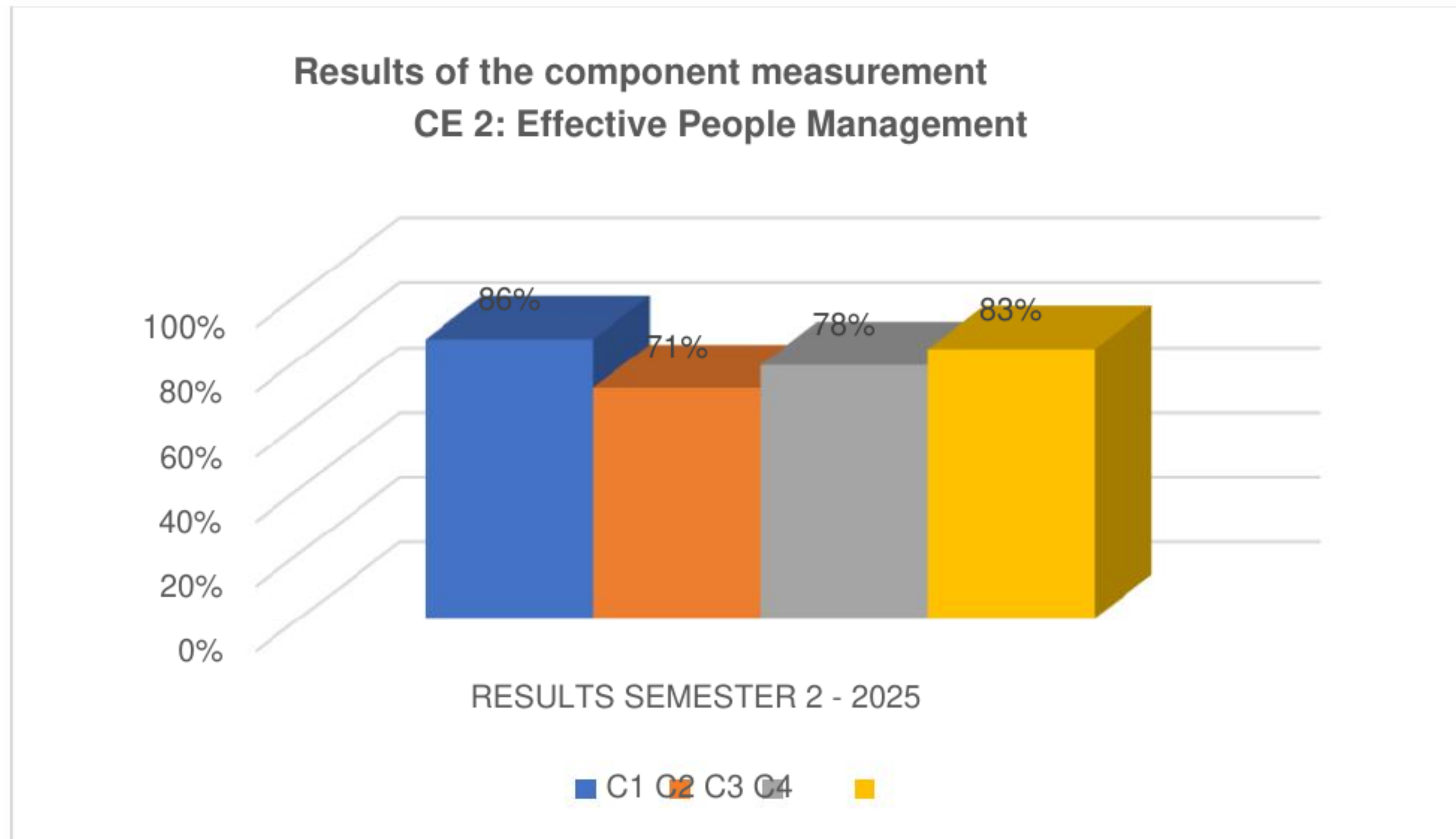
EC	CE 3 COMPONENTS: DEVELOPMENT OF HUMAN TALENT	RESULTS SEMESTER 2 - 2025
C1	Identifies human talent development strategies based on organizational needs	86%
C2	Analyze human talent development plans considering organizational resources	71%
C3	Evaluate human talent development programs based on results and performance indicators	78%
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 2 - 2025
C1	Define the underlying causes of conflicts in organizational contexts	73%
C2	Applies conflict resolution techniques adapted to various situations	71%
C3	Analyze the components of conflicts considering their relational and organizational impact. Evaluate the effectiveness	89%
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)





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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 2 - 2025
C1	Identify and explain problems or situations	77%
C2	Interprets information	71%
C3	Analyze the arguments presented	89%
C4	Evaluate evidence and apply viable solutions	50%

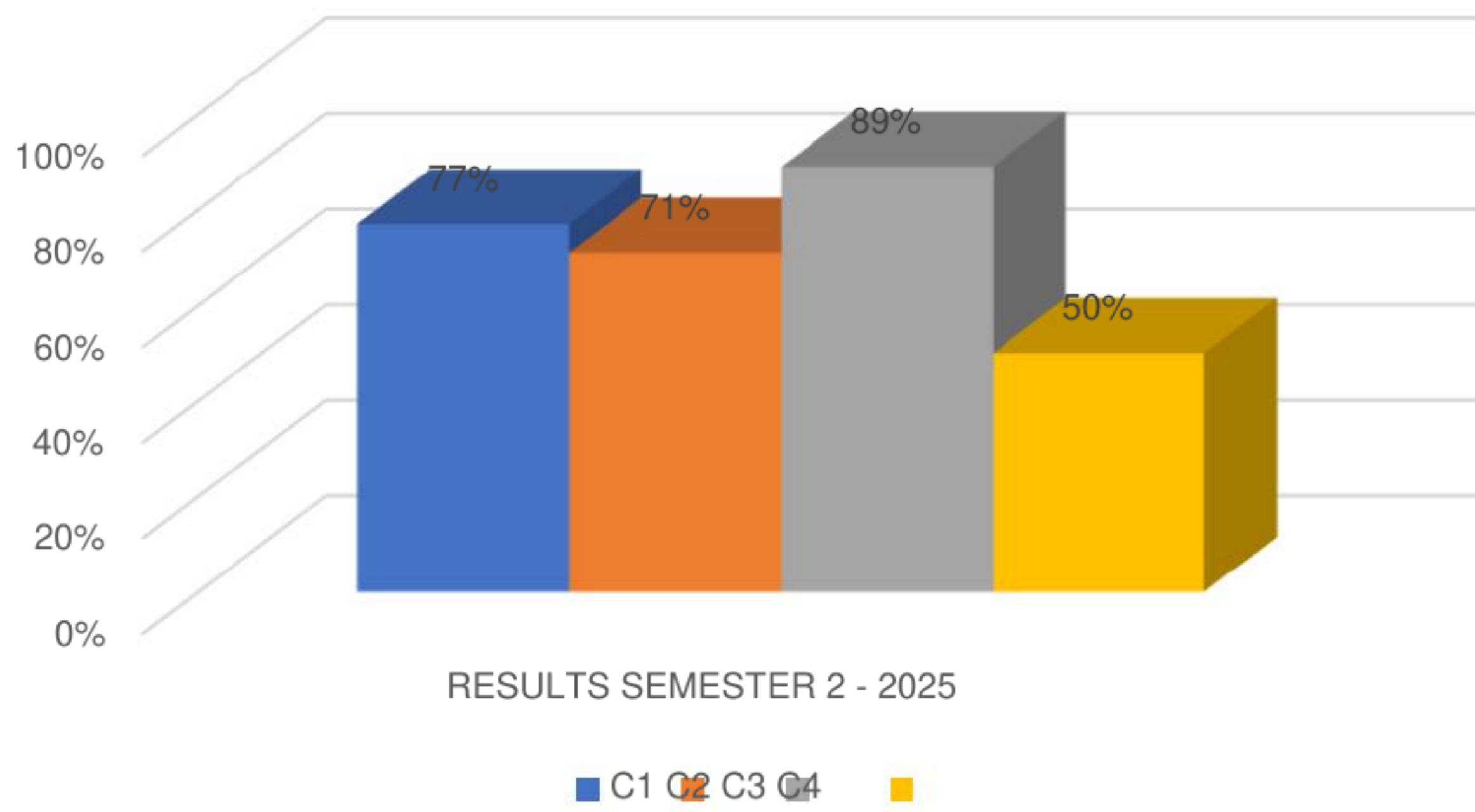
CT	COMPONENTS OF CT 2: LEADERSHIP AND WORK AS A TEAM	RESULTS SEMESTER 2 - 2025
C1	Assertive Communication	77%
C2	Collaborative work	71%
C3	decision making	89%
C4	Efficient resource management	67%

CT	COMPONENTS OF CT 3: CREATIVITY AND INNOVATION	RESULTS SEMESTER 2 - 2025
C1	Generate ideas or initiatives and share them with others	73%
C2	Proposes and justifies the application of new methods to make his initiative or idea effective	71%
C3	Design and implement the defined method	89%
C4	Analyze and evaluate the results of the implemented initiative or idea.	100%

CT	COMPONENTS OF CT 4: RESEARCH	RESULTS SEMESTER 2 - 2025
C1	Define a problem	73%
C2	Data collection techniques/Methodological design	57%
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**

