

PLANO DE ENSINO

CURSO:	Mestrado em Administração
DISCIPLINA:	Gestão de Competências e Aprendizagem
CARGA HORÁRIA:	30 horas
DOCENTE:	
EMENTA:	Gestão de competências no contexto de globalização da economia e de competitividade empresarial. Comparação entre a gestão tradicional de recursos humanos e a gestão de pessoas por competências. Modelos de gestão por competências, estratégias e impactos nos resultados organizacionais.
BIBLIOGRAFIA:	
Bibliografia Básica:	
	<ol style="list-style-type: none">1. BISPO, A. C. K. A.; UBEDA, C. L.; MONTEZANO, L. Chamada Especial Competências e Aprendizagem nas Organizações. Reunir: Revista de Administração, Contabilidade e Sustentabilidade, v. 13, n. 5, 2023.2. DUTRA, J. S. Competências: conceitos, instrumentos e experiências. São Paulo: Atlas, 2017.3. LEITE, F. K.; CRUZ, A. P. C.; SILVA, F. M.; WALTER, S. A. Aprendizagem organizacional frente a crises: um olhar a partir da resiliência organizacional. Revista Eletrônica de Administração e Turismo, v. 17, n. 1, p. 51-66, 2023.4. ROY, A. B.; RAY, S. Competency-Based Human Resource Management: A Practitioner's Handbook. New Delhi: Routledge India, 2025.
Bibliografia Complementar:	
	<ol style="list-style-type: none">5. ACOSTA, A. S., CRESPO, Á. H.; AGUDO, J. C. Effect of market orientation, network capability and entrepreneurial orientation on international performance of small and medium enterprises (SMEs). International Business Review, v. 27, n.6, 1128-1140, 2018.6. AGUSVEN, T.; KASSIM, M. S. B.; HONG, H. T. S. The impact of transformational leadership and competence leadership on innovative work behavior: A mediated model. International Journal of Business and Society, v. 25, n. 3, p. 872-887, 2024.7. BOWDEN, J.; MARTON, F. The University of Learning: beyond quality and competence. London and New York: Routledge, 2003.8. DEMO, G.; COSTA, A. C. R.; COURAS, K. V.; MIYASAKI, A. C.; FOGAÇA, N. What do Scientific Research Say about the Effectiveness of Human Resource Management Practices? Current Itineraries and New Possibilities. Revista de Administração da Unimep, v. 18, n. 3, p. 138-158, 2020.

PLANO DE ENSINO

9. DOLAN, E. M.; KOSASI, S.; SARI, S. N. Implementation of Competence-Based Human Resources Management in the Digital Era. **Startupreneur Business Digital (SABDA Journal)**, v. 1, n. 2, 2022.
10. ENES, Y.; VIEIRA, M. B.; COELHO JUNIOR, F. A.; PEREIRA, D.; ZANON, É. R. Home-office during COVID-19 pandemic in Brazil: Perceived influences on performance and competency management. **The Qualitative Report**, v. 28, n. 6, p. 1718-1740, 2023.
11. GARCÍA-CABRERA, A. M., García-Soto, M. G.; Olivares-Mesa, A. Entrepreneurs' resources, technology strategy, and new technology-based firms' performance. **Journal of Small Business Management**, V.57, n.4, 1506-1530. 2019.
12. GLADSTONE, M.; BROWN, S. Soft skills in a hard world: Why emergency management and business continuity leaders must update their professional toolbox. **Journal of Business Continuity and Emergency Planning**, v. 15, n. 3, p. 225-236, 2022.
13. GUNAWAN, J.; AUNGSUROCH, Y.; FISHER, M. L. Competence-based human resource management in nursing: A literature review. **Nursing Forum**, v. 54, n. 1, p. 91-101, 2019.
14. JENSEN, F.; LÖÖF, H.; STEPHAN, A. New ventures in Cleantech: Opportunities, capabilities and innovation outcomes. **Business Strategy and the Environment**, v. 29, n. 3, p. 902-917, 2020.
15. KINSELLA, C.; WAITE, B. Identifying and developing desirable soft skills for public service. **Teaching Public Administration**, v. 39, n. 3, p. 337-350, 2021.
16. KHALIFAH, N. et al. Evidence of positive influence: soft skills competence and organizational culture on innovative work behavior. **Journal of Education and Learning**, v. 18, n. 4, p. 1158-1165, 2024.
17. KUOK, K. O. M.; CHAN, S. H. J.; KOU, H. K. W.; KONG, S. H.; MAC, L. V. I. Sustainable human resources management in learning organizations: consequences of customer incivility and surface acting. **Learning Organization**, v. 29, n. 5, p. 548-566, 2022.
18. LATUKHA, M.; LISINA, P.; PANIBRATOV, Y. Developing sustainable competitive advantage of a firm through human resource management practices: a competence-based approach. **Global Business and Economics Review**, v. 21, n. 1, p. 96-119, 2019.
19. LOPES, E. R.; SOARES, R. G.; SOUZA, C. M. O. Competências digitais no contexto da transformação digital da área de gestão de pessoas da Administração Pública Federal: proposta de modelo conceitual. **Reunir: Revista de Administração, Contabilidade e Sustentabilidade**, v. 13, n. 5, p. 154-173, 2023.
20. MCGRATH, H., MEDLIN, C. J.; O'TOOLE, T. A process-based model of network capability development by a start-up firm. **Industrial Marketing Management**, n. 80, 214-227, 2019.
21. MOTT, J. H. et al. Competency-based education: A framework for aviation management programs. **Collegiate Aviation Review**, v. 37, n. 1, 2019.

PLANO DE ENSINO

22. NASIR, M.; KAMASE, J.; St.SUKMAWATI, S.; DJAMENG, A. The influence of infrastructure, compensation, work culture, competence on job satisfaction and employee performance. **Quality - Access to Success**, v. 24, n. 196, p. 337-346, 2023.
23. RONY, Z. T. et al. Analyzing the impact of human resources competence and work motivation on employee performance: a statistical perspective. **Journal of Statistics Applications and Probability**, v. 13, n. 2, p. 787-793, 2024.
24. SALUNKE, S., WEERAWARDENA, J., & MCCOLL-KENNEDY, J.R. The central role of knowledge integration capability in service innovation-based competitive strategy. **Industrial Marketing Management**, n. 76, p. 144-156, 2019.
25. TEIXEIRA, E. G.; MOURA, G. L.; LOPES, L. F. D.; MARCONATTO, D. A. B.; FISCHMANN, A. A. The Influence of Dynamic Capabilities on Startup Growth. **RAUSP Management Journal**, v. 56, n. 1, p. 88-108, 2021.
26. TIDD, J. **From knowledge management to strategic competence**: assessing technological, market and organisational innovation. 3.ed. London: Imperial College Press, 2012.