

Master's in

Human Resource Management

CES RESOLUTION: RPC-SO-26-NO. 327-2015

2025 EDITION



STUDY AT **ESPOL**

1

INSTITUTIONAL PRESTIGE

The best public university in the country and one of the best in Latin America, according to international rankings.



SCIMAGO
INSTITUTIONS
RANKINGS

2

EMPLOYABILITY

Graduates with a high employability rate in national and foreign companies.



3

INTERNATIONAL AGREEMENTS AND ALLIANCES

Student mobility, research project development, and networking.



4

MODERN INFRASTRUCTURE

Our facilities have laboratories and technological tools that enhance quality education.



5

PRIVILEGED CAMPUS

690 hectares of protected forest, fostering a connection with nature.



6

COMMUNITY ENGAGEMENT

Our programs address the needs of society.

A large, dark, triangular monument with the word 'espol' in large, white, stylized letters at the base. Above the letters are three plaques with text and logos. The monument is set against a background of trees and a blue sky with clouds.

espol



Ma. Elena Romero Montoya, M. Sc.
Dean



Patricia Valdiviezo Valenzuela, M. Sc.
Vice-Dean

The Faculty of Social Sciences and Humanities (FCSH) was created to provide society with professionals with knowledge and autonomy of thought, prepared to solve the problems of their environment, and, above all, humanistic professionals with a dedication to service.

In 1998, in response to the social demand for fourth-level studies, the Graduate Programs Unit of our faculty began its activities with an academic proposal that has stood out for being at the forefront of knowledge with a recognized teaching quality, academic trajectory, and ample professional experience.

Nowadays, we offer the following programs: Master in Economics and Business Management, Master in Economic Sciences, Master in Human Talent Management, Master in Public Policy and Management, Master in Finance, Master in Rural Development, Master in Marketing of Tourism Destinations and Products, Master in International Taxation and Customs Valuation, Master in Accounting and Auditing with a major in Data Analytics, and professional training programs and seminars.

We invite you to be part of an enriching experience that will allow you to become a professional of excellence with solid knowledge that will let you transcend in an increasingly competitive and challenging environment.

WELCOME!





PROGRAM OBJECTIVE

The Masters Degree in human Talent Management aims to prepare professionals with a holistic vision of organizations, trained to use modern tools for information management, data processing, communication, and innovative models for people development. It also prepares them to promote values, ethics, and corporate social responsibility among an organization's collaborators.



YEAR
CREATED

2010



GRADUATED
MASTER'S
STUDENTS

+ 370

 **86%**

OF OUR ALUMNI
HOLD EXECUTIVES AND
MANAGERIAL POSITIONS.

We proudly train professionals highly skilled and committed to human talent management. Our program is adapted to the needs of the labor market and provides innovative tools to lead human capital in the organizations of the future.

María Claudia Márquez, M. Sc.
Academic Coordinator





DESIGNED FOR

The program is aimed for professionals who wish to acquire solid knowledge in human talent management to contribute to their professional area. Applicants must have a third-level degree in related areas or have experience in positions related to human talent.



GRADUATE PROFILE

Design compensation and benefits systems according to the needs of the organizations and the labor legal environment; implement systems that allow the performance of the organization's human talent to be evaluated objectively and strategically, as well as its improvement; design strategic plans that also include human talent as a key element to achieve the organization's mission and vision, and plan and control human talent budgets.

Learning outcomes or program competences:

- Analyze administrative techniques in the different subsystems of Human Resources, to support decision-making according to the organizational culture and the labor legal environment.
- Implement strategies aligned with the organizational structure of companies for an effective Human Resources management.
- Propose improvement plans for the professional development of individuals and workteams within an organization.

DEGREE AWARDED

Master in
Human Resource Management



CURRICULUM STRUCTURE

It has an academic duration of 12 months, where 13 courses will be taught followed by a degree or exam. We have technology and virtual learning platforms that guarantee a high-quality postgraduate experience.



METHODOLOGY AND EVALUATION:

Our academic methodology employs theoretical and practical components, considering basic training, advanced multidisciplinary and research modules. Teaching techniques are applied such as: lectures, role plays, case studies, use of modern technical tools, team work, among others.

The evaluation is developed by combining the effort of the master's degree student (individual test, projects, exams and practical exercises) and their demonstrated ability in teamwork, as the groups evaluate various business situations and propose solutions based on the context of the cases.

M9

Elective: Espol allows the master's degree students choose a complementary subject according to your professional interest and needs, within their field of study or in related areas that allows you to expand your skills and knowledge.

SCHEDULE



18:00 – 22:00

08:00 – 14:00

08:00 – 14:00

**Hybrid
Modality**

Every 15 days



FACULTY



Ignacio Castañeda Zapata, Ph. D.



Specialist in consulting and training processes in the area of human talent, and professor at Javeriana University in Colombia.

Doctorate in Social and Organizational Behavior: Research, Development, and Innovation in Society – Autonomous University of Madrid (Spain).

Course: Training and Knowledge Management



Gianfranco Dellepiane Vásquez, M. Sc.



Human Resources Manager at Vitapro S.A. He has served as a Human Resources Business Partner (HRBP) at Nestlé Peru.

Master's in Organizational Development and People Management – Universidad del Pacífico (Peru).

Course: Strategic Management of Human Resources



Zadia Murillo Crespo M. Sc.



Planning Analyst at the General Directorate of Human Talent of the Ecuadorian Navy. Former Director of Human Talent and Strategy at Ecuador Naval Shipyards.

Certified as a trainer of trainers. Master's in Productivity and Quality Management – ESPOL.

Course: Performance Management



Arturo Muñoz Pasquel, Ph. D.



General Manager at Impakto Head Hunting. Managing Partner at Head Hunting and Human Development Consulting. Former Human Resources Manager at Ecuador Bottling Company Coca-Cola.

Doctorate in Industrial Psychology – Central University of Ecuador.

Course: Attraction, Selection, and Incorporation of Human Talent.



Paola Ochoa Pacheco, Ph. D.



Consultant with extensive experience in the area of Human Resources in Venezuela with multinational companies in the oil, financial, mining, and steel industries, and in Ecuador in the retail, telecommunications, timber, and healthcare sectors. Doctorate in Social Psychology – Autonomous University of Barcelona (Spain).

Course: Change and Organizational Development



Jacob R. Hidrowoh, Ph. D.



Executive Director for Latin America at Top Minds Institute – Houston, Texas. Former Legal Advisor and Director of Mining Property at Kinross Gold Corporation; Legal Manager at City Oriente Limited; Legal Manager at CNPC.

Doctorate in Organizational Leadership – Florida Atlantic University; Juris Doctor (J.D.).

Course: Legal Framework and Labor Relations



Holger Barriga Medina, Ph. D.



General Coordinator of Postgraduate Programs and Research Professor at ESPOL. Author of over 30 scientific articles in renowned academic journals. Former General Manager at Romansel S.A., a company specialized in engineering design.

Doctorate in Strategic Business Administration – Centrum Pontificia Universidad Católica del Perú; MBA – Université du Québec à Montréal (UQAM).

Course: Applied Research Methods I and II



Ma. Cecilia Moreno Abramowicz, M. Sc.



Consultant and advisor in business process design and management. Author of research in staff motivation, strategic management, negotiation, and conflict resolution.

Master's in Business Administration and BA in Marketing and Business – University of New Orleans, USA.

Course: Negotiation and Conflict Resolution



Ronald Campoverde Aguirre, Ph. D.



Consultant and researcher in the areas of positive psychology and workplace well-being. Director of Compendium journal. Research Professor at the Faculty of Social and Humanistic Sciences – ESPOL.

Doctorate in Strategic Business Administration – Centrum Pontificia Universidad Católica del Perú.

Course: Data Analytics for Human Resources



Mauricio Valdivieso Serrano, M. Sc.



General Manager at Alto Desempeño Cia. Ltda. Former Corporate Human Resources Manager at Consorcio Nobis, IIASA, Texaco, and Brenntag. Experience in charge valuation, compensation, and performance management.

Master's in Business Administration – IDE Business School. Industrial Psychologist – University of Guayaquil.

Course: Compensation and Benefits

Professional and Academic Experience.

Our faculty have extensive experience in the professional area and are part of the teamwork of recognized public and private companies. In the academic field, they have graduated from the best universities in the world and have teaching experience in highly recognized educational institutions.

92%

Human Talent
Leadership and
Strategic
Management

80%

Organizational
Development
and Change
Management

75%

Human resources
Directors and
Managers

40%

Organizational
and Industrial
Psychology



35%

Master Data Analytics for
Human Resources



12%

Applied Research and
Teaching



HYBRID MODALITY

It works through the combination of face to face, blended, or online activities for the learning development.

The students will have the option of choosing whether to attend in person or connect through a specific videoconferencing platform.



The experience provided by our classrooms in the hybrid teaching modality, plays an increasingly important role in a first level education, being an essential requirement when receiving classes.





APPLICATION PROCESS

STEP 1

Registration fee of \$120.00.
\$ 120,00

STEP 2

Requirements:

- Gather and upload documentation.
- Take the diagnostic test.
- Have an interview with the program coordinator.

STEP 3

Result of the application

A formal letter notifies of admission to the program.

STEP 4

Financing

We can help you with various financing options for your down payment and payment structure.

STEP 5

Start classes.

Submission of documents

Our application process is online, and the documentation must be uploaded to the Graduate Academic Management System platform. – Submit the registration voucher for the application process (the fee includes the diagnostic test).

- Identity card.
- Updated voting certificate.
- Senescyt issued a digital certificate of degree registration.
- Updated resume.
- Motivation letter (format sent by the advisor).
- Disability card (if applicable).



UPLOAD DOCUMENTS



FINANCING

- Direct credit payment plans with ESPOL.
- Bank/student loans.
- Credit cards. (Deferred up to 24 months with interest).

PAYMENT METHODS

- Online payments by credit or debit card.
- Bank transfers.
- Certified checks.
- Deposits.

PROFESSIONAL CERTIFICATIONS



STUDY PLATFORMS

All polytechnic master's degree students have access to the following licenses:



Note: These benefits are maintained as long as the program is active.

ACCREDITATIONS AND PARTNERSHIPS



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CONTACT INFORMATION

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