



INTERNATIONAL DOUBLE MASTER'S AGREEMENT BETWEEN MIGUEL HERNÁNDEZ UNIVERSITY OF ELCHE AND UNIVERSITY OF PALERMO

On one part, University of Palermo, hereinafter also referred to as the "UNIPA", with registered office at Piazza Marina n. 61, 90133 Palermo, Italy, VAT number 00605880822, and on its behalf and represented by prof. Roberto Lagalla, Rector of the University of Palermo by virtue of Decree 63330/2008, of 08/08/2008, by which he is appointed Rector, and by virtue of Decree 12A07475/2012, of 19 June, by which the UNIPA Statute is published;

additionally, on the other part, the Miguel Hernández University of Elche, hereinafter also referred to as the "UMH", with registered office at Avenida de la Universidad, s/n, 03202 Elche (Alicante), Spain, VAT number Q-5350015C, and on its behalf and represented by Dr. Jesús Tadeo Pastor Ciurana, PhD, Rector of the Miguel Hernández University of Elche by virtue of Decree 46/2011, of 6 May (DOCV 6516, of 9 May 2011), by which he is appointed Rector, and by virtue of Decree 208/2004, of 8 October, by the Consell de la Generalitat Valenciana (DOGV 4861, of 13 October 2004), by which the UMH Statutes are approved, amended by Decree 105/2012, of 29 June, by the Consell (DOCV 6808, of 2 July 2012).

STATE

1. That both institutions share cultural, technical, educational, and scientific fields of common interest.
2. That collaboration and the exchange of experience and knowledge, as well as the provision of services between both institutions, are in their greatest interest for social and cultural progress.
3. That they are interested in promoting their international collaboration in the field of higher education and research.

They hereby sign an agreement that regulates the conditions under which students may access and opt for a double master's degree from both universities or higher education institutions, subject to compliance with the clauses established in this agreement, and in accordance with the current regulations at each institution.

Current regulations at the Miguel Hernández University of Elche:

- Royal Decree 1393/2007, of 29 October, which establishes the organization of official university education.
- Royal Decree 861/2010, of 2 July, which amends Royal Decree 1393/2007, of 29 October, which establishes the organization of official university education.
- Regulations for the Establishment of International Double Degree Agreements at the Miguel Hernández University of Elche.
- Regulations for Grading Courses Taken within the Framework of an International Mobility Program.
- Regulations for the Recognition and Transfer of Credits.



Current regulations at University of Palermo:

- D.M. n. 270, 22 October 2004 - Amendments to the regulation regarding the teaching autonomy of Universities, passed by Decree of the Ministry of University and of Scientific and Technological Research n. 509;
- D.M. 16 March 2007 relating to the determination of the university degree and master degree classes;
- Law 240, 30 December 2010 - Regulation regarding the organization of Universities, of management and recruitment of academic staff, as well as the act of delegation to the Government to the purpose of improving quality and efficiency in the University System.;
- D.M. n. 47, 30 January 2013 - Self-evaluation, initial and periodic accreditation of sites and courses of study and periodic assessment;
- D.M. n. 1059, 23 December 2013 - Amendments and additions to the Decree 47/2013.
- R. D. n. 4226/2014, 28 November 2014. Regulation of the international programs of the University of Palermo: double degree, joint degree and integrated program.

First – Purpose of the agreement

This double master's agreement aims to establish the academic and administrative conditions for the exchange of students enrolled at the Human Resources Management, Work and Organizations Master's Program at UMH and students enrolled at the Social, Work and Organizational Psychology Master's Program at UNIPA.

The Human Resources Management, Work and Organizations master's program at UMH is regulated in accordance with the official organization and planning of university education established by Spanish Royal Decree 1393/2007, of 29 October. The program was approved by the Council of Universities dated 13th of May 2019.

Social, Work and Organizational Psychology Master's Program at UNIPA is regulated in accordance with the official organization and planning of university education established by D.M. n. 270, 22 October 2004 - Amendments to the regulation regarding the teaching autonomy of Universities, passed by Decree of the Ministry of University and of Scientific and Technological Research n. 509.

Second – Student application and admission

Maximum 20 students per institution may opt for the double master's program every academic year. This number may be modified by mutual agreement between the signatories of this agreement by adding an addendum.

The students who opt for the double master's program must be accepted into the corresponding master's programs at both institutions. They must first be accepted into the master's program at their home institution, where a first selection of students who may opt for the double master's will be made, although the student's final admission requires approval by the partner institution and admission into its corresponding master's degree program.



To be eligible to apply for admission into the double master's program, the following requirements must be met:

- Meet each university or institution's requirements for acceptance into their master's programs in accordance with their current legislation.
- Incoming students at the UMH must meet the admission requirements established by Royal Decree 1393/2007 that are also applied to incoming students at UNIPA. Specifically, the student must comply with at least one of the following requirements:
 - Hold either an official Spanish or Italian university degree or one conferred by a higher education institution in a country belonging to the European Higher Education Area (EHEA) that entitles access to master's education in such country.
 - Possess a degree from a foreign educational system outside the EHEA, without requiring its homologation, but following verification by the UMH or UNIPA that the degree represents an educational level that is equivalent to the corresponding official Spanish or Italian university degree and that it entitles access to graduate education within the issuing country. Under no circumstances will acceptance into a UNIPA or UMH master's program via this route imply either homologation of the degree the interested party already holds or its recognition for anything besides admission into master's education.
- Only students with a Bachelor degree in Psychology can be admitted to this double masters' program. In the case of UMH students, the Bachelor degree in Psychology must have been taken at UMH.

In order to formalize their application to the double master's program, the students must present the following documents:

- Standard application form. The application must be presented in English.
- Official undergraduate degree that entitles access to master's education, official student transcript of undergraduate level courses, or their equivalent, taken by the student at the home institution that states that the student's degree entitles them to master's education in the country where it is conferred.
- Curriculum vitae of the student.
- Copy of the student's national identification card or passport.

The documents accompanying the application may be presented at UMH in Spanish or English language and at UNIPA in Italian or English language.

The official degree and student transcript of the incoming student: (a) at the UMH must be authenticated and translated into Spanish by a certified translator; (b) at UNIPA must be authenticated and translated into Italian by a certified translator.

When deemed appropriate, the institutions may interview the students who apply for admission into the double master's program, or request certification of their language level.

Both the Human Resources Management, Work and Organizations Master's Program at UMH and the Social, Work and Organizational Psychology Master's Program at UNIPA begin its academic calendar in the month of October.



The UMH will send to UNIPA the list of its students accepted into the double master's program by the month of October. UNIPA will inform the UMH whether the students on that list are also accepted there by the month of November.

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Third – Credit and grading system, and equivalences

The credit and grading system for official education at the Miguel Hernández University of Elche is regulated in accordance with Royal Decree 1125/2003, of 5 September, which establishes the European credit and grading system for official university degrees valid throughout Spanish national territory. Both systems are described in Annex II.

The credit and grading system for official education at the UNIPA is regulated in accordance with D.M. 270, Amendments to the regulation regarding the teaching autonomy of Universities, passed by Decree of the Ministry of University and of Scientific and Technological Research n. 509. Both systems are described in Annex III.

Annex IV describes the procedure for the recognition of credits and the grading equivalence that each institution will apply for students participating in the double master's program.

Fourth – Student academic prerequisites

In order to be eligible to participate in the double master's program, the students must comply with the academic requirements indicated in Annex V before carrying out the stay at the partner institution. The annex also indicates the recognition for the courses taken at the partner institution in order to earn the double master's degree.

UMH regulations regarding double degrees establish that UMH students must successfully complete at least 50% of the master's credits at the UMH before carrying out their stay at the host institution.

UNIPA regulations regarding double degrees establish that UNIPA students must successfully complete at least all the courses of the first year's Master Degree in Social, Work and Organizational Psychology and all the courses of the first semester of the second year master's credits at the UNIPA before carrying out their stay at the host institution.

If a student does not fulfill all the academic prerequisites before carrying out the stay, the institution of origin must inform the partner institution at least one month prior to it. Both institutions will mutually decide whether to allow such student to continue in the double master's program and carry out the stay, or whether their place in the program is to be occupied by another student on the waiting list who does comply with the prerequisites defined in this agreement. In the event that the student is allowed to carry out the stay, they must fulfill the unfinished prerequisites at their institution of origin upon finishing their stay at the partner institution.

Fifth – Stay



The students participating in the double master's program must attend 1 semester at the partner institution.

Each institution's academic calendars will be considered when organizing the stays. The academic officials responsible for this agreement must inform the incoming students about the organization of the courses they must take during their stay at the partner institution.

The credits taken at the host institution must be completed in one academic year. Extended deadlines for these must be approved by the academic officials responsible for the agreement at both institutions.

After completing the stay, the students must submit to their institution of origin an official student transcript issued by the partner institution in order to receive credit for the courses taken. The certificate must be presented in English.

Sixth – Curriculum

Annex VI details the complete curriculum for the students from both institutions. It indicates the institution where and the semester when the students must take each course, as well as the recognition for courses taken at the partner institution.

The students from the UMH must complete their master's thesis at UNIPA. The students from the UNIPA must complete their master's thesis at UHM. The students may also complete the master's thesis at companies and institutions if they have the approval of the master's advisers at both institutions. The master's thesis defense will comply with the current regulations at the institution where it takes place. The master's thesis will be submitted according to the format established at the institution where the defense takes place, although its front cover must include the logos of both institutions, the names of the thesis adviser at the institution where it was completed, as well as that of a tutor at the partner institution. The UMH and UNIPA students must submit the same number of copies of the master's thesis and in the same format as the other exchange students.

Seventh – Enrollment and tuition

Once the student has been accepted into the double master's program, they must be enrolled in the corresponding master's program at the partner institution. The enrollment will be carried out by the administrative official responsible for this agreement (Annex I), who will inform the student about the necessary documents.

UNIPA students will formalize their registration upon arrival at the UMH, at which time the courses they have completed prior to such arrival at the UMH will be recognized in accordance with that stipulated in this agreement.

UMH students will formalize their registration upon arrival at the UNIPA, at which time the courses they have completed prior to such arrival at the UNIPA will be recognized in accordance with that stipulated in this agreement.

The student will be exempt from paying registration fees for the courses taken at the host institution during the period of the stay.

If incoming students at the UNIPA or UMH have to prolong their stay in order to comply with the, respectively, UMH or UNIPA curriculum, or they do not pass the courses the first time they register for them, they must pay the corresponding registration fees (for the



initial registration and those subsequent) for the courses failed in the first registration or those taken outside the stay period stipulated in this agreement.

Eighth – Conferral of the degree

Fulfilling the curriculum in the double master's program and compliance with the requirements established in this agreement will permit the students to be conferred the degree of Master in Human Resources Management, Work and Organizations by the Miguel Hernández University of Elche and the Master in Social, Work and Organizational Psychology by University of Palermo. Compliance or noncompliance with the requirements necessary for earning the double master's degree will not condition the acquisition of the academic degree from the home institution according to its current regulations.

Each institution must state in the European Diploma supplement or a certificate that the master's degree was carried out within the framework of the double master's program between the UMH and UNIPA.

In order to obtain the degree, the student must pay the fees for the degrees to be issued at both institutions.

Ninth – Student obligations and rights

During the exchange period, the students will be subject to the rules and regulations of the partner institution and to all the legal and social obligations within the host country. Likewise, they will enjoy the same rights as students enrolled at the partner institution.

If a student does not comply with the terms of this agreement, including the length of the stay at the partner institution and its curriculum, that student will forfeit any right to receive the degree from the partner institution and will be excluded from the double master's program, although they may still be eligible to opt for the master's degree at their home institution.

Tenth – Expenses

Transport costs, medical insurance, accommodations, upkeep, and any other expenses arising during the exchange period established in the double master's program will correspond to the student. The student must acquire health insurance that guarantees access to health care in the host country. This insurance must cover medical and health care, death and disability caused by an accident, repatriation assistance for death by any cause, and reimbursement for medical expenses caused by an accident.

The partner institution, through the administrative official responsible for this agreement, pledges to provide assistance in the search for suitable accommodations, although all stay expenses will correspond to the student. Likewise, the partner institution pledges to provide the student with information relating to the host country, visas, required medical insurance, etc., before their arrival. The partner institution must provide students in the double master's program with the same services that they generally provide their own students.



Eleventh – Intellectual property rights

The ownership of the intellectual property rights in any result generated in the development of a master's thesis under the double master's program will be established in accordance with the internal regulations at the institution where the results are developed with the participation and/or under the direction of its staff.

Twelfth – Duration of the agreement

This agreement will take effect from the time of its signing by the representatives of both institutions, and will be valid for a period of 4 years.. Following this period, the agreement may be renewed by written consent. Either one of the signatory institutions may terminate this agreement in writing, which must be sent to the partner institution 6 months in advance. If one institution wishes to terminate this agreement, both pledge to meet their commitments to the students admitted into the double master's program before either one withdraws from it.

Thirteenth – Use of Logo

The Partners mutually commit not to use the name and/or logo or any other identifying marks for purposes other than those covered by the agreement, except for specific agreements between the parties that provide, prior explicit approval, forms of communication and divulging of the initiatives covered by the agreement.

Fourteenth – Personal data treatment

Universities will arrange for the treatment, the dissemination and communication of personal data in pursuit of their institutional goals and as provided by law.

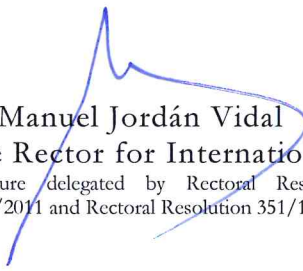
Fifteenth – Text of the agreement

The agreement will be drawn up in English. Any amendments or changes to the text of the agreement must be requested in writing by the institution proposing them.

If any disagreement regarding the interpretation and application of the agreement arises in Spain, Spanish laws and regulations will be applied. If the disagreement arises in Italy, the laws and regulations of Italy will apply.

As proof of agreement with the foregoing, the present agreement is signed in duplicate

ON BEHALF OF THE MIGUEL
HERNÁNDEZ UNIVERSITY OF
ELCHE


Dr. Manuel Jordán Vidal
Vice Rector for International Relations
(Signature delegated by Rectoral Resolution 0730/11, of
05/19/2011 and Rectoral Resolution 351/12, of 03/23/2012)

ON BEHALF OF UNIVERSITY OF
PALERMO


Prof. Roberto Lagalla
Rector University of Palermo





Annex I. Academic and administrative officials responsible for the double master's agreement

The academic officials responsible for the double master's program are:

- Angel Solanes - Director of the Human Resources Management, Work and Organizations Master's Program at UMH
- Anna Maria Parroco - Director of the Social, Work and Organizational Psychology Master's Program at UNIPA

The administrative officials responsible for the double master's program, including administrative dialogue with the partner institution agreement, are:

- Secretaría del Vicerrectorado de Relaciones Internacionales de la UMH de Elche. Email: vdo.relinter@umh.es, tel. +34 96 665 8522 at UMH
- Valeria Floriano at UNIPA
International programs
P.zza Marina, 61
091/23893832 – programmi.internazionali@unipa.it

If either one of the signatory institutions changes any of the officials named herein, it must inform the partner institution, as well as the academic and administrative officials of the double master's program, and indicate the corresponding substitutes.



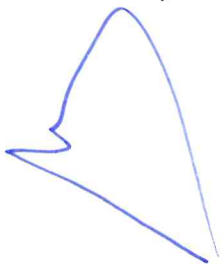
Annex II. Credit and grading system at the UMH

The European credit is the unit of measure representing the amount of academic work done by a student in order to fulfill the objectives of a curriculum. It is earned by passing each course that makes up the curricula of the various subjects that lead to the conferral of official university degrees that are valid throughout Spanish national territory. This unit of measure integrates lecture and laboratory instruction, as well as other directed academic activities, including the hours studying and doing homework that the student must dedicate in order to achieve the learning objectives for each course in its corresponding curriculum. At the Miguel Hernández University of Elche, one European credit is equivalent to 25 student work hours. One academic year at the UMH corresponds to 60 ECTS credits.

The results obtained by the student in each course within the curriculum will be graded using a numerical scale from 0-10, to one decimal point, and to each its corresponding qualitative grade can be added:

- 0 – 4.9: Fail
- 5.0 – 6.9: Pass
- 7.0 – 8.9: Merit
- 9.0 – 10: Distinction

Moreover, a grade of *Distinction with Honors* may be awarded to the top students who earn a grade equal to or greater than 9.0, but the number of them receiving this grade may not exceed five percent of the students registered in the course in the corresponding academic year. If the number of students registered per course is less than 20, at most one student may receive the *Distinction with Honors* grade.





Annex III. Credit and grading system at UNIPA

The European credit is the unit of measure representing the amount of academic work done by a student in order to fulfill the objectives of a curriculum. It is earned by passing each course that makes up the curricula of the various subjects that lead to the conferral of official university degrees that are valid throughout Italian national territory. This unit of measure integrates lecture and laboratory instruction, as well as other directed academic activities, including the hours studying and doing homework that the student must dedicate in order to achieve the learning objectives for each course in its corresponding curriculum. At the University of Palermo, one European credit is equivalent to 25 student work hours. One academic year at the Unipa corresponds to 60 ECTS credits.

The results obtained by the student in each course within the curriculum will be graded using a numerical scale from 0-30 and to each its corresponding qualitative grade can be added:

- 0 – 17: Fail.
- 18 – 23: Pass.
- 24 – 27: Merit.
- 28 – 30: Distinction.

Moreover, a grade of *Distinction with Laude* may be awarded to the top students who earn a grade equal to 30, but the number of them receiving this grade may not exceed five percent of the students registered in the course in the corresponding academic year. If the number of students registered per course is less than 20, at most one student may receive the *Distinction with Laude* grade.

Final Examination for Master's Degree

The final exam for Master's Degree consists of a thesis presentation and defense. The thesis, written in an original way, is aimed at ascertaining the technical-scientific and professional knowledge of the candidate. In order to be admitted to the final exam, the student must have acquired, at least 20 working days before the date scheduled for the final exam, all the ECTS (European University Credits) required by the course, with the exception of the ECTS assigned to the final exam.

Pursuant to the current UNIPA Regulations, the Examining Commissions authorized in the conferment of the degree consist of a minimum of seven to a maximum of eleven regular members of professors and researchers. The measure the appointment of the Commission must also include substitute components. The President of the Master Degree Course or his delegate carries out the functions of the President of the Commission. UHM professors are strongly encouraged to be part of the Examining Commission. Before being formally appointed as member of the Examining Commission they must accept the proposal to be part of it.

The final grade is function of two parameters: a) initial grade resulting from the student's career. It is calculated as a weighted average of the grades express in thirtieth; b) vote that expresses the evaluation of the final exam, up to a maximum of 11 points.



In the calculation of the initial grade, a maximum of three points can be added depending on the number of laude obtained by the student and to the extent of 0.5 for each laude. The Examining Commission can use also:

- a. Two additional points for candidates who support the final exam before the legal duration of the course.
- b. An additional point for students who have earned at least 15 ECTs by attending community programs (Erasmus, Socrates); or who have carried out study activities abroad aimed at drafting the thesis; or who have obtained certificates or diplomas of attendance at foreign institutions recognized by the board of the course also about the activities under the regulation of the internship. In this case the student must advance a specific request, at the time of application for graduation. The commission during the graduation session must receive this documentation.

The final exam is passed when the candidate has obtained a vote of at least 66 (sixty-six) over 110 (one hundred and ten). If the candidate has obtained the highest grade (110), a laude can be attributed on the proposal of one of the members of the Commission. The laude can be given only if the initial grade is not less than 102/110.

For those with particular scientific or applicative importance, the supervisor can request the honorable mention in relation to the results achieved. The request can be made only if the initial grade of the candidate is not less than 105/110 and the final grade is the highest (110) with laude. The request for the honorable mention must be submitted by the supervisor to the President of the Master Degree Course, at least 20 days before the data scheduled for the graduation session. The President of the Master Degree Course will instruct a commission consisting of three members, experts of the topic, and they have to formulate their own thesis judgment and, jointly, the reasoned proposal for honorable mention. Such a proposal may also be formulated based on an overall positive "majority". The President of the Master Degree Course will send the honorable mention proposal to the President of the Commission, which will provide to read it only at the end of the overall grade degree attribution. The honorable mention will be read by the President of the Commission at the time of the proclamation of the candidate.



Annex IV. Equivalences of credits and grades

The recognition of credits at the UMH will conform to Article 2.2.2 of the Regulations for the Recognition and Transfer of Credits at the UMH, which indicates: “In order for credits earned in any course of official university education, both Spanish and foreign, to be recognized, the following points must be taken into account:

- a) There must be adequacy between the skills, knowledge, contents, and credits associated with the materials or subjects taught at the institution of origin and those contemplated in the materials or subjects taught at the host institution, or be transversal in nature.
- b) Pursuant to that indicated in the preceding section, in order for the recognition of the corresponding credits to be granted, the equivalence must be at least 70%.”

The recognition system must ensure that the student has acquired the necessary skills in order to obtain the degree at each one of the two partner institutions.

The grades earned by students from UNIPA in courses taken at their home institution will be incorporated into their UMH transcript under the provisions in the Regulations for Grades in Courses Taken within the Framework of an International Mobility Program at the UMH. These regulations will also be used to incorporate grades earned by UMH students in courses taken at UNIPA into their UMH transcript.



Table of grade equivalence for exam and master thesis final exam.

UHM EXAM & FINAL EXAM	UNIPA EXAM	UNIPA FINAL EXAM	UHM EXAM & FINAL EXAM	UNIPA EXAM	UNIPA FINAL EXAM
5	18	66	7,6	24	89
5,1	18	67	7,7	24	90
5,2	18	68	7,8	25	91
5,3	18	69	7,9	25	92
5,4	19	70	8	25	92
5,5	19	70	8,1	25	93
5,6	19	71	8,2	26	94
5,7	19	71	8,3	26	95
5,8	20	73	8,4	26	96
5,9	20	74	8,5	26	97
6	20	75	8,6	27	98
6,1	20	76	8,7	27	99
6,2	21	77	8,8	27	100
6,3	21	77	8,9	27	100
6,4	21	78	9	28	101
6,5	21	79	9,1	28	102
6,6	22	80	9,2	28	103
6,7	22	81	9,3	28	104
6,8	22	82	9,4	29	105
6,9	22	83	9,5	29	105
7	23	83	9,6	29	106
7,1	23	84	9,7	29	107
7,2	23	85	9,8	30	108
7,3	23	86	9,9	30	109
7,4	24	87	10	30	110
7,5	24	88	10 cum Laude	30 cum Laude	100 cum Laude



Annex V. Academic prerequisites for students

UMH students must have completed the four years of the Bachelor Degree in Psychology at UMH before participating in this double masters' program. The first year of the Master's degree at UNIPA will be validated by courses of the Bachelor Degree in Psychology at UMH as shown in Table 1.

Table 1. Equivalence between the subjects of the first year of the Masters in Social, Work and Organizational Psychology of UNIPA and courses of the Bachelor's in Psychology degree at UMH

Table of equivalence Between the courses of the first year of the Masters in Social, Work and Organizational Psychology of UNIPA and the courses of Psychology degree of UMH							
Courses of Psychology degree of UMH				Courses of first year Master degree of UNIPA			
CODE	NAME	Credits	Semester	CODE	NAME	Credits	Semester
938	Data Analysis for Behavioral Sciences	6	1	13344	Data analysis laboratory	6	2
1877	Social and Community Intervention	6	2	06079	Community psychology	6	1
1867	Organizational Psychology	6	2	13224	Institutional and organizational psychology	9	1
1868	Work Psychology	6	1	06109	Juridical psychology	6	1
1870	Health Psychology	6	1				
1864	Multivariable Analysis for Behavioural Sciences	6	1	05116	Methodology for psychosocial research	9	2
1857	Thinking and Language Psychology	6	2	13343	Decision making psychology	6	2
1879	Leadership and Team Management	6	1	06047	Training Psychology	6	2
1878	Group Psychology	6	1	14456	Techniques for management and development of groups lab.	6	2
1863	Psychometry	6	2	16152	Qualitative and quantitative advanced research methods	6	2
	TOTAL ECTS	60			TOTAL CFU	60	



UMH students must earn 36 ECTS credits before becoming eligible to carry out a stay at UNIPA. The students must have passed the courses shown in Table 2 that might be recognized by UNIPA.

Table 2. Courses that UHM students must pass prior to the exchange and that will be recognized at the University of Palermo:

UMH students							
Courses to pass at the UMH				Recognition by UNIPA for the courses taken			
CODE	NAME	Credits	Semester	CODE	NAME	Credits	Semester
3240	Strategy and Organizational Structure: Management Skills	7,5	1	13363	Models and techniques for human resources assessment and development	9	1
3239	Advanced Contents in Human Resources Psychology	4,5	1				
3237	Advanced Contents in Work Psychology	4,5	1	13448	Psychology of attitudes	6	2
3242	Management of Human Resources	7,5	2				
3236	Research Strategies and Techniques	6	1	15942	Methods and techniques of career counseling and skills assessment	6	1
3247	External Work Placement	6	N/A	07553	Internship	8	N/A
TOTAL		36			TOTAL	29	



UNIPA students must earn 27 ECTS credits of the second year of UNIPA masters before becoming eligible for a stay at the Miguel Hernández University of Elche. The students must have passed the courses shown in Table 3 that will be recognized by the UMH.

Table 3. Courses that UNIPA students must pass prior to the exchange and that might be recognized at UMH

UNIPA students							
Courses to pass at the UNIPA				Recognition by UMH for the courses taken			
CODE	NAME	Credits	Semester	CODE	NAME	Credits	Semester
15942	Methods and techniques of career counseling and skills assessment	6	1	3236	Research Strategies and Techniques	6	1
13363	Models and techniques for human resources assessment and development	9	1	3240	Strategy and Organizational Structure: Management Skills	7,5	1
				3239	Advanced Contents in Human Resources Psychology	4,5	1
07553	Internship	8	N/A	3247	External Work Placement	6	N/A
04677	English	4	1				
	TOTAL	27			TOTAL	24	

Annex VI. Curriculum and recognition

Table 4. Students of the University Miguel Hernández of Elche must pass the following courses in UNIPA, which might be recognized in the UMH.

UMH students							
Courses to pass at the UNIPA				Recognition by UMH for the courses taken			
CODE	NAME	Credits	Semester	CODE	NAME	Credits	Semester
16563	Social psychology for new media	6	2	3241	Human Resources Design	7.5	2
16569	Tools for personnel selection laboratory/Organizational wellbeing laboratory	6	2	3238	Advanced Contents in Organizational Psychology	4,5	1
04677	English	4	2				
5917	Thesis*	15	2				
	TOTAL	31					

*The Master Final Project (Thesis) completed in UNIPA will be fully valid for academic purposes at UMH.

Table 5. Students of UNIPA must pass the following courses in UMH, which will be recognized in the UNIPA:

UNIPA students							
Courses to pass at the UMH				Recognition by UNIPA for the courses taken			
CODE	NAME	Credits	Semester	CODE	NAME	Credits	Semester
3239	Advanced Contents in Work Psychology	4,5	1 (on line)	13448	Psychology of attitudes	6	2
3242	Management of Human Resources	7,5	2				
3241	Human Resources Design	7,5	2	16563	Media and social psychology	6	2
3238	Advanced Contents in Organizational Psychology	4,5	1 (on line)	16569	Tools for personnel selection laboratory/Organizational wellbeing laboratory	6	2
3248	Master Final Project	12		5917	Thesis	15	2
	TOTAL	36			TOTAL	33	