

28527 - Socio-Labour Auditing

Syllabus Information

Academic year: 2023/24

Subject: 28527 - Socio-Labour Auditing

Faculty / School: 108 - Facultad de Ciencias Sociales y del Trabajo

Degree: 428 - Degree in Labour Relations and Human Resources

ECTS: 6.0

Year: 4

Semester: First semester

Subject type: Compulsory

Module:

1. General information

The general purpose of this subject is to provide undergraduate students with the professional competencies necessary to analyze and review the labor situation of a company necessary to analyze and review the labor situation of a company.

The goal of this subject is twofold. On the one hand, from the perspective of Business Management and Organization, will verify compliance by the business organization with its obligations, commitment and requirements, in the multiple facets that make up labor relations and human resources. On the other hand, tools will be studied to obtain qualitative data for audits.

These approaches and goals are aligned with the following Sustainable Development Goals (SDGs) of the United Nations Agenda 2030 (<https://www.un.org/sustainabledevelopment/es/>), such that the acquisition of the subject learning results provides training and competence to contribute to some extent to their achievement:

- Goal 4: Quality Education.
- Goal 5: Gender Equality.
- Goal 8: Decent Work and Economic Growth
- 10: Reduction of Inequalities
- Goal 16: Peace, Justice and Strong Institutions
- Goal 17: Alliances to Achieve Goals.

In order to successfully complete this subject, students must be consistent in their work. For the preparation of the subject, should be involved in the preparation and discussion of the different cases that will be presented to them, for which it will be necessary the assimilation of the various theoretical concepts explained in class. In order to achieve the objectives of the subject it is recommended regular attendance and active participation in the different work sessions.

2. Learning results

In order to pass this subject, the students shall demonstrate they has acquired the following results:

- R1.- Be able to use and interpret human resources information.
- R2.- Be able to make diagnoses and provide proposals for organizational improvement.
- R3.- Know the relevance of human resources auditing in the organizational context.
- R4.- Know and be able to apply the methods and instruments for the evaluation and audit of human resources audit.
- R5.- Know and interpret the human resources scorecard.
- R6.- Be able to evaluate and prepare reports to propose alternatives in human resources auditing.
- R7.- Know the use of tools to obtain qualitative data for the elaboration of social and labor audits

3. Syllabus

UNIT 1.- THE AUDIT. GENERAL CONCEPTS

UNIT 2.- THE AUDITOR

UNIT 3.- THE HUMAN RESOURCES AUDIT

UNIT 4.- REGULATIONS, METHODOLOGY AND TECHNIQUES IN THE PERFORMANCE OF AUDITS

UNIT 5.- THE AUDIT REPORT

UNIT 6.- APPLICATION OF QUALITATIVE DATA COLLECTION TECHNIQUES TO AUDITING

4. Academic activities

Type 1 explanatory classes

They consist of an orderly exposition of the content of the subject by the professor, who will offer an overview of the subject presenting facts, events, experiences, principles or theories. In them, the student will have the opportunity to ask questions and

participate in discussions that may arise.

Type 2 practical teaching activities

They will involve a more practical approach to the subject, through exchanges of ideas, debates, problems, cases, individual and/or group work. They will be held on the dates indicated and in the groups established in accordance with the schedules to be drawn up by the dean's team. Among other methodologies, case studies, comments on readings and teamwork will be used. Likewise, it can also include activities focused and applied to group work such as: resolution of doubts, verification of the correct development of the practices, understanding of the contents and monitoring of the progress of these works.

The goal of this activity is for students to improve their competencies and skills related to teamwork, information search, content analysis and synthesis, outlining and expository skills.

Self-employment

The autonomous work to be developed will consist of the reading and study of the material taught in class, as well as the reading of the recommended bibliography.

STRUCTURE OF THE SUBJECT

The structure of the subject is organized in two parts. The first part, consisting of units 1 to 5, corresponds to Business Management and Organization. The second part, which consists of topic 6, corresponds to the area of Sociology.

5. Assessment system

A single global test will be carried out in the official calls. It will consist of two parts, one theoretical and the other practical, that will evaluate the achievement of the learning results indicated above. It will take place at the end of the course and will be individual. It will consist of questions aimed at evaluating the degree of assimilation of the key concepts of the subject.

The theoretical part will evaluate the knowledge acquired during the lectures, and will consist of open questions that will serve to evaluate the degree of assimilation of the key concepts of the subject. It represents 40% of the total grade. It is essential to obtain a grade of 4 points out of 10 in this exam to compensate with the other parts of the assessment.

The practical part will consist of two cases and/or practical exercises that will evaluate the student's ability to solve problems related to the different aspects seen in class, in the activities of the work done in the Practical T2. It represents 60% of the final grade. Students who have opted for continuous assessment and have passed this part, may not take it.

The assessment of the practical part can be done throughout the semester, through exercises and case studies, on the practical activities T2. A grade of 4 points out of 10 must be obtained in these practices for to be compensated with the theory part.

Those students who want to improve the grade obtained during the course or who have not done and presented the internship will be assessed in the global test explained above.

Assessment criteria:

It will be assessed that the student knows, understands and is able to use, in different contexts, the concepts and tools studied in class. In addition, the ability to integrate and synthesize the acquired knowledge will be valued.

According to art. 14.6 of the University of Zaragoza Learning Assessment Regulations, "in all cases, when a subject is taught by more than one lecturer, the grade will be the result of the weighted average of the marks awarded by each of them".