

## 28541 - Organisation: Social Studies

### Syllabus Information

**Academic year:** 2023/24

**Subject:** 28541 - Organisation: Social Studies

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

**Degree:** 428 - Degree in Labour Relations and Human Resources

**ECTS:** 3.0

**Year:**

**Semester:** Second semester

**Subject type:** Optional

**Module:**

### 1. General information

The goal is for students to identify and value elements such as subjectivity, power, or domination in socio-labor relations so that they can emerge in the world of work, the company, and the new labor relations. These elements of analysis are essential to be able to question previous conceptions about labor reality and, in particular, the one offered by the hegemonic vision of the new *management* and Human Resources Management discourse.

These goals are aligned with the following Sustainable Development Goals (SDGs) of the United Nations Agenda 2030 (<https://www.un.org/sustainabledevelopment/es/>). These include: 1, 5, 8 y 9.

### 2. Learning results

- Critical understanding of the Organization and *managerial* management.
- Recognize the practices and logic of action of management and workers in the workplace

### 3. Syllabus

DIDACTIC UNIT I (2 credits):

Development and Evolution of the Human Resources Function

- Industrialization and classical theories of work organization
- The School of Human Relations and the human resources movement
- Industrial democracy and participation in the company
- The machine that changed the world: from Ford to Toyota
- Organizational culture and the new *management* discourse
- Information society and network company
- Creativity and technological innovation
- Platform economy, consumption and employment
- New *management* discourse

DIDACTIC UNIT II (1 credit):

- Braverman's work process theory: From Burawoy to Foucault
- The corrosion of Richard Sennett's character
- Management discourse and practices of subjectivation
- The New Spirit of Capitalism and *Critical Management Studies*.

### 4. Academic activities

Master class: Expository classes with the group as a whole, where the theoretical foundations of the subject will be exposed and worked on basically through readings that will be the content to be learned and understood.

Practice sessions: Exchanges of ideas, debates, problems, cases on real research material together with exercises on the research process and its elements.

### 5. Assessment system

Students must demonstrate that they have achieved the expected learning outcomes by means of the following assessment activities

Students have the possibility to choose between two ways to assess their progress and the acquisition of competencies: **-single**

assessment -o **continuous**. The student body **must** inform the teaching staff of the way of assessment for which they **opt** in the first month of teaching. It is the responsibility of the student who chooses the single-assessment pathway to contact the faculty.

#### **SINGLE ASSESSMENT:**

The test will be held on the official dates within the period established by the Governing Council in the academic calendar for this academic year.

The first part (Type 1) corresponds to the contents developed in the Type 1 hours. It will be assessed by means of a written test and/or short questions. The multiple-choice questions will be corrected with the formula of correct answers - errors. This first part accounts for 50% of the overall grade.

The second part (Type 2) will be assessed by means of a case and/or document related to the contents given in the subject or by means of development questions. It is taken at the same time as the theoretical test and accounts for another 50% of the final grade.

**IMPORTANT: TO PASS** the subject the student must pass each of the parts. The final grade will be the result of the average of both parts that will be evaluated separately at the end of each teaching subperiod for each of the two areas (Sociology and Psychology).

#### **CONTINUOUS ASSESSMENT:**

In order to opt for this evaluation method, the teacher may require the participation and attendance to the different class sessions.

Taking into account the distribution of credits-activities, the qualification of the continuous evaluation will be carried out as follows:

1. Type 1: It will be assessed by means of a written test and/or short questions. The multiple-choice questions will be corrected using the correct-error formula at . In the short questions part, the ability to analyze and apply knowledge to concrete situations will be highly valued, especially . It accounts for 50% of the final grade.

2. Type 2: Type 2 activities will be carried out in the classroom, on the dates indicated and will be assessed by means of a case and/or document related to the contents taught in the subject, by means of development questions.

It is taken at the same time as the theoretical test and accounts for another 50% of the final grade.

**TO PASS** the subject the student must **achieve** in the **assessment of each type of the teaching activity** (1 and 2) a **minimum grade of 5**. The final grade will be the result of the average of the parts which will be assessed separately for each of the two areas (sociology and psychology).

According to Article 30 of the Learning Assessment Standards Regulations, the use of any irregular practice in the performance of the various exercises and/or tests will result in a failing grade in the corresponding exercise or test.