

28550 - Theory and Systems of Labour Relations II

Syllabus Information

Academic year: 2023/24

Subject: 28550 - Theory and Systems of Labour Relations II

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

Degree: 428 - Degree in Labour Relations and Human Resources

ECTS: 6.0

Year: 3

Semester: Second semester

Subject type: Compulsory

Module:

1. General information

Identify, analyze and evaluate the main elements and key concepts on which the different models and systems of labor relations are configured from an evolutionary and socio-labor perspective. This is intended to strengthen training and competence to contribute to the achievement of goals number 8 (Decent work and economic growth) and 10 (Reduction of inequalities) of the Sustainable Development Goals of the United Nations Agency 2030.

Regular class attendance and active participation in the various work sessions is recommended, as well as a continuous monitoring of the subject through the Digital Teaching Ring (ADD). . Through this platform, will be used to set the guidelines to be followed throughout the teaching period.

2. Learning results

- Critical knowledge of the theoretical paradigms of labor relations.
- Understands the main paradigms of the social organization of work in industrialized societies.
- Recognizes the structures, practices and logics of action of formal organizations: business associations and trade unions.
- Knows and analyzes the roles of the State in the field of labor relations.
- It includes the place occupied by the welfare state in the integrating function of the State.
- Recognizes conflict and covenant as basic elements of the dynamics of labor relations systems.
- Overview of the European convergence process in labor relations.

3. Syllabus

THEMATIC BLOCK I: Labor relations as a multidimensional phenomenon. The sociology of labor relations as a theoretical discipline. Paradigms and perspectives of analysis.

THEMATIC BLOCK II: Evolution and change of the Fordist and post-Fordist model of the employment relationship through its theoretical configuration, the practices and logics of action of its protagonists, and the variables of analysis derived from the economic, ideological and technical organisational context.

THEMATIC BLOCK III: Comparative models and systems of labor relations. Spanish labor relations system.

4. Academic activities

The learning process is designed around two types of teaching activities:

- a) Type 1 teaching activity, based on an instructive didactic model in which the theoretical foundations and basic concepts on which the subject has been articulated will be set out.
- b) Type 2 teaching activity, based on the participation in the resolution of different assumptions and practical cases that allow establishing the existing relationship between the theoretical foundations and the real world, and the promotion of reflection, the exchange of ideas and the generation of debates.

5. Assessment system

Assessment tests:

- a) An objective test to evaluate the contents of the subject developed in the teaching activity Type 1.
- b) An objective test of short questions to evaluate the contents developed in the teaching activity Type 2.

Final grade:

It will be taken from the average of the grades obtained in each of the teaching activities according to the following weighting criteria: Type 1: 60% and Type 2: 40%.

In order to apply these weighting criteria, a minimum grade of 4 must be obtained in each of these teaching activities. In the

event that this requirement is not met, the grade with the lowest score will be chosen as the final grade.

Assessment criteria:

a) Objective multiple-choice test: $((A-E/n-1)/N) \times 10$

A: A: hits; E: errors; n: number of alternatives; N: total items.

b) Objective test of short questions: accuracy and precision in the use of concepts; coherence in analysis; ability to synthesise and relate; reasoning ability and organised expression of ideas; mastery of terminology; writing and orthography.