

68850 - Labour Relations in an environment of continuous change

Syllabus Information

Academic year: 2023/24

Subject: 68850 - Labour Relations in an environment of continuous change

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

Degree: 632 - Master's Degree in Strategic Human Resources Management

ECTS: 6.0

Year: 1

Semester: First semester

Subject type: Compulsory

Module:

1. General information

The objective of this subject is for students to acquire a series of knowledge and skills, both theoretical and practical, all of which are necessary to understand labour relations in an environment of continuous change.

These approaches and objectives are aligned with the following Sustainable Development Goals (SDGs) of the United Nations Agenda 2030 (<https://www.un.org/sustainabledevelopment/es/>), so that the acquisition of the learning results of the subject will contribute to some extent to the achievement of Goals 5, 8 and 10.

2. Learning results

- To know and understand the impact of digitalization, technological changes and new organizational forms on the regulatory framework governing labour relations in global environments.
- To diagnose, evaluate and establish legal strategies for the management of digitization in human resources.
- To know, understand and know how to apply Corporate Compliance Program protocols and procedures in Human Resources management.
- To detect labour conflicts and know the alternative solution techniques and those offered by the regulatory framework.
- To know the techniques to identify, analyse, evaluate and audit human resources policies and practices.

3. Syllabus

- Legal framework of labour relations and social security in the collaborative economy, uberization, outsourcing and industry 4.0.
- Fundamental rights of workers and digital rights.
- New technologies and work.
- Compliance and its management from a human resources point of view.
- Data protection.
- Social and labour audits and mediation, conciliation and collective bargaining techniques.

4. Academic activities

The subject has 6 ECTS, which implies 150 hours of student work distributed in face-to-face hours (40%) and non-face-to-face hours (60%). It includes the following academic activities:

- **Lectures (30 hours):** theoretical-practical sessions in which the contents of the subject will be explained, distributed into 12 classroom hours and 18 non-classroom hours.
- **Problem solving and case studies (30 hours):** sessions to solve practical cases, readings and exercises proposed by the teacher. It includes 12 classroom-based hours and 18 non classroom-based hours. It also includes seminars, workshops and/or lectures by external experts.
- **Autonomous study and work of the student (87 hours):** reading, understanding and study of the material taught in class and included in ADD-Moodle (Anillo Digital Docente) (non-classroom); preparation and completion of individual and/or group work where students apply the acquired skills and reflect on a document or presentation addressed to the teachers of the corresponding module.
- **Assessment tests (3 hours):** exams and other evaluation activities.

5. Assessment system

The subject can be taken in **continuous or single assessment** mode.

In the **continuous assessment***, the student will be evaluated according to the following criteria:

- **Theory (50% final grade):** completion of an objective test (multiple-choice) of 30 questions with 3 alternative answers, of which only one is correct. The random correction formula will be applied (two failures subtract one success). A minimum grade of 4 points out of 10 must be obtained in this test to average with the rest of the grades.
- **Practical (40% final grade):** the practical case or cases established by the teacher must be completed and submitted on the indicated dates. A minimum grade of 4 points out of 10 must be obtained in this test to average with the rest of the grades.
- **Participation (10% final grade):** active participation of the student in face-to-face and non-face-to-face activities, including the final lecture of the subject, by means of interventions, consultations, contribution of experiences, etc.

***To benefit from the continuous assessment system, it is necessary that the student attends at least 80% of the face-to-face sessions and the final lecture of the subject. Otherwise, the student will automatically pass to the single assessment mode.**

The **single assessment** will be evaluated according to the following criteria:

- **Theory (50% final grade):** completion of an objective test (multiple-choice) of 30 questions with 3 alternative answers, of which only one is correct. The random correction formula will be applied (two failures subtract one success). A minimum grade of 4 points out of 10 must be obtained in this test to average with the rest of the grades.
- **Practical (50% final grade):** an exam with open-ended questions of a practical or applied nature. A minimum grade of 4 points out of 10 must be obtained in this test in order to average with the theoretical part.

The assessment tests, both continuous and single, will be carried out on the official dates approved by the Master's Quality Assurance Committee.

The results obtained will be graded according to the current regulations of the University of Zaragoza, with a numerical scale from 0 to 10, with one decimal place, to which the corresponding qualitative grade may be added.