

68856 - Socially Responsible Organisations

Syllabus Information

Academic year: 2023/24

Subject: 68856 - Socially Responsible Organisations

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: Second semester

Subject type: Compulsory

Module:

1. General information

This subject aims to provide students with the necessary knowledge to understand the fundamentals of ethical and responsible organizations.

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 3, 5, 7, 8, 12, 13 and 15.

2. Learning results

- To understand, in a broad sense, the concept of CSR and its main areas of action.
- To apply the regulations on which CSR is based.
- To understand the strategic meaning of CSR for companies.
- To apply a CSR system from a management point of view.
- To design equality plans in the company.
- To manage diversity and inclusion policies, adapting jobs to people with disabilities.

3. Syllabus

- Business ethics and codes of ethics.
- Social Responsibility and its management.
- Socio-legal framework of equality. Design of equality plans in companies.
- Diversity policy management. People with disabilities and adaptation of positions.

4. Academic activities

The course 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:

Magistral lectures (T1) (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 (T2) (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 (T7) (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 (T8) (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.