

Syllabus

- **Course:** Labor Relations
 - **Credits:** 6 ECTS
 - **Program:** Business Administration & Management
 - **Module:** Core Education
 - **Subject:** Human Resource Management
 - **Code:** 802701
 - **Abbreviation:** MA13
 - **Subject coordinator:** Joaquim Marqués
 - **Academic Year:** 2022-2023
 - **Session:** October
 - **Semester:** First (fourth course, fall semester)
 - **Campus:** Barcelona
 - **Last reviewed:** 04/04/2022
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01 Faculty

01.1 Subject Coordinator

Dr. Joaquín Marqués

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02 Presentation

02.1 Description

Participants will acquire scientific knowledge of disciplines that range from law to the sociology of labor relations, business organization, applied economics or social psychology. They will also develop the capacity for negotiation, respect and commitment to social groups.

02.2 Relevant professional applications

Participants will acquire knowledge in human and legal resources: management and management of human resources, hiring, working conditions, socio-labor audits, arbitration, mediation and intervention in the labor market, employment and social development agents. They may also perform tasks in labor inspection, prevention of occupational hazards, public administration and as a technician in social, labor and tax matters.

03 Competencies

03.1 Course Competencies

Specific Competencies

CEDER01 – Know the fundamental concepts of civil, commercial, tax, labor law, its sources and principles of hierarchy.

CEDER02 – Know basic legal concepts indispensable in the particular and professional field.

CEDER03 – Mastery of the fundamental aspects of the legal regime applicable to the individual entrepreneur and the company.

CEDER04 – Mastery of the different types of mercantile societies and their fundamental features.

CEDER05 - Prepare and analyze the content of various contracts as well as know the legal framework of commercial and civil obligations.

CEDER06 – Know the procedure and the Spanish tax system and its application in natural and legal persons.

CEDER07 - Know labor law and the labor relations system.

CEDER08 - Become familiar with current instruments for the search of legal and economic information and learn the management of various sources using legislative, jurisprudential and documentary databases.

CEDER09 – Develop oral expression and communication in public skills.

General Competencies

CG02 - Communicating orally and in writing with others about learning outcomes, thinking development and decision making; participating in debates on topics of the specialty itself.

CG09 – Know and understand the organization of a company and the sciences that define its activity; ability to understand labor standards and the relationships between planning, industrial and commercial strategies, quality and benefit.

04 Program

1. Introduction
- 2.-The sources of labor law
- 3.-The employment contract.
- 4.-Temporary contracts
- 5.-Indefinite contracts
- 6.-Rights and duties of workers
- 7.-Day, holidays and overtime
- 8.-Labor mobility
- 9.-Suspension of the employment relationship: leave of absence
- 10.-The termination of the employment relationship
- 11.-The termination of the employment contract: dismissal
- 12.- Conflict resolution systems
- 13.- Application of Corporate Social Responsibility in the labor relations to ensure a better sustainable community and continuity in the awareness of its importance.

05 Teaching Methodology

Considering the student's profile, the teaching model is articulated around three types of methodologies:

ME1. Participatory Exhibition Class

ME3. Autonomous work

ME4. Problem-based learning

06 Educational Activities

Considering the competencies of the subject and based on the proposed teaching methodologies, the following training activities are scheduled:

Evaluation Activities	Hours	Presencialidad
AF1. Contents presentation with student participation	24	100%
AF2. Problem solving, exercises and case studies with student participation.	24	100%
AF4. Study and preparation of teaching units	46	0%
AF5. Performance of exercises and case studies	25	0%
AF6. Problem solving	25	0%
AF13. Written / oral evaluations	6	100%

07 Assessment

Evaluation Items 0.4 · EV1 + 0.2 · EV2 + 0.4 · EV3	Specific assessed competencies	Weight
EV1. Final written exam of all subject matter	CEDER01, CEDER02, CEDER03, CEDER04, CEDER05, CEDER06, CEDER07, CEDER08, CEDER09	40%
EV2. Control of midterm written test	CEDER01, CEDER02, CEDER03, CEDER04, CEDER05, CEDER06, CEDER07, CEDER08, CEDER09	20%
EV3. Exercises, problems, reports development, assignments - Exercises and problems	CEDER01, CEDER02, CEDER03, CEDER04, CEDER05, CEDER06, CEDER07, CEDER08, CEDER09	40%

"The maximum grade that students will be able to obtain in the revaluation tests [...] shall be 5,0. In addition, "the grade of the revaluation tests shall in any case constitute the final grade of the subject". Thus, **only students who, having completed the midterm exam, the final exam and having carried out 100% of the continuous evaluation activities of the subject**, and have suspended (final grade of the subject below 5) will be entitled to the revaluation examination.

08 Learning Resources

Topics	Resources	Type
Topic	Transparencies, notes and exercises	Class and Blackboard

09 Code of Academic Conduct

The section 27.2 of the Universal Declaration of Human Rights stipulates that everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.

Thus, the moral and patrimonial rights of the authors of literary, musical, artistic, scientific and academic creations, whether they have been published or not, are protected by means of different national and international regulations. In the case of Spain, the Legislative Royal Decree 1/1996, of April the 12th, approved the consolidated version of the Law of Intellectual Property, regularizing, clarifying and harmonizing the legal provisions for the time being in force on this matter.

In this respect, special attention must be given to previously obtaining the corresponding authorization from the owner of the copyrights of any material, particularly before its distribution to the students and by means of the virtual campus. EAE Barcelona takes no responsibility for the non-compliance with this rule on the part of the users, either members of the teaching community or students.

The following materials that can be duplicated without the requirement of previous authorization:

- Laws and regulations.
- Court decisions.
- Acts, agreements, deliberations and decisions from public bodies.
- Any material distributed under the Creative Commons license, whenever its author and credits are mentioned.
- Any material published under the ISBN of EAE Barcelona or EAE Madrid.
- Any material, whose rights belong to EAE Barcelona or EAE Madrid.
- Any work that is in the public domain.

Furthermore, the quotation right is the inclusion of extracts from protected documents or materials, in this particular case, elaborated by the members of the teaching community- with the exception of textbooks and university handbooks- when such extracts are used to accompany educational activities.

The excerpts that can be used on the basis of the quotation right must fulfil the following requirements

- They must be previously published works.
- The source and author must be mentioned, whenever it is possible.
- They must deal exclusively with the teaching field.
- The inclusion of the excerpt must necessarily come with an analysis or explanation of it.

Concerning the material elaborated by the professors, in case it has been published previously, the agreements with the magazine or publication where it appeared must be considered.

As is apparent from the preceding paragraphs, plagiarism is a fraudulent activity that may result in serious sanctions, both of academic and legal nature. Academic honesty is one of the pillars on which the School's commitment to education is based, and the members of its teaching community are particularly conscious and prepared to perceive this kind of actions. Keeping in mind the difficulty that arises when trying to conceptualize plagiarism, it has been considered appropriate to delimitate clearly its contents and significance in these regulations and policies.

Plagiarism is understood as the appropriation of someone else's works, pretending that they are one's own; that is to say, without explicitly confirming its source. Plagiarism can consist on the complete or partial unauthorized copy of someone else's work, or the presentation of a copy as an original own work, impersonating the true author. Some examples of plagiarism are:

- Presenting someone else's work as one's own, regardless of whether the copy is complete or partial.
- Paraphrasing a text using different words, with small changes in the language, without quoting the source in order to feign.
- Purchasing or obtaining a work and presenting it as one's own.
- Using someone else's ideas or sentences as the basis to write a work without quoting its author.

In line with the section 10 of the Academic Code of Conduct of Students of EAE Barcelona, without prejudice to the academic sanctions resulting from its application, the Academic Commission will promote the pertinent legal actions if the plagiarism violates the applicable regulation in matters of intellectual property.

10 Bibliography

10.1 Basic bibliography

- Compendio de Derecho del Trabajo. Cruz Villalón, Jesús. Edición 12ª. Año 2020.
- Curso Básico de Derecho Del Trabajo y de la Seguridad Social 16ª Edición, 2020, de Juan Manuel Ramírez Martínez. Ed. Tirant lo Blanch. ISBN: 9788413555737

10.2 Complementary bibliography

- Estatuto de los Trabajadores y Ley de la Jurisdicción Social. Autor: Editorial Colex, S.L. Publicación: 01/04/2019. Edición: 17ª edición 2019.
- Alfredo Montoya Melger. Derecho del Trabajo. Ed. Tecnos. Edición 39ª . Año 2019.
- Manual de modalidades contratación laboral. Tarancon Perez, Encarna; Maria José Romero Rodenas. Editorial Bomarzo. Año 2019.
- Curso Básico de derecho del trabajo y de la Seguridad Social. Ed. Tirant Lo Blanch. Edición.15ª .Juan Martínez Ramírez Martínez.
- Los Derechos de Conciliación en la Empresa. 1ª Edición. Editorial Tirnat lo Blanch. Año 2019.
- La tutela Internacional del trabajador. ª Edición. Editorial Tirnat lo Blanch. Año 2019.