

**COURSE DATA****Data Subject**

Code	42733
Name	Theory of industrial relations
Cycle	Master's degree
ECTS Credits	6.0
Academic year	2023 - 2024

Study (s)

Degree	Center	Acad. Period
2126 - M.D. in Human Resources Management	Faculty of Social Sciences	1 First term

Subject-matter

Degree	Subject-matter	Character
2126 - M.D. in Human Resources Management	1 - Additional training	Obligatory

Coordination

Name	Department
AGUADO BLOISE, TERESA EMPAR	330 - Sociology and Social Anthropology
LORENTE CAMPOS, RAUL	330 - Sociology and Social Anthropology

SUMMARY

The subject of Industrial Relations Theory aims to provide concepts and perspectives on the different facts that constitute the object of industrial relations: the standardization of employment understood in a broad sense, therefore, on strict standardization but also on the actors that produce it and their practices. Once the basic facts of the world of work have been identified from a sociological perspective, the aim is to deepen our knowledge of salaried work, especially with regard to the conformation of the social actors and their forms of collective intervention to regulate employment, that is, the forms of pressure exerted by workers and the ways of managing conflicts.

A brief review is made of the main theoretical perspectives to which the study of employment relations has given rise. The types of content of this subject are basically theoretical (consolidated knowledge on the development of employment relations), which is also combined with an important practical part, such as the analysis and discussion of the implementation of the dynamics of interaction of labour agents through collective agreements.



PREVIOUS KNOWLEDGE

Relationship to other subjects of the same degree

There are no specified enrollment restrictions with other subjects of the curriculum.

Other requirements

No other requirements are necessary

OUTCOMES

2126 - M.D. in Human Resources Management

- Students should apply acquired knowledge to solve problems in unfamiliar contexts within their field of study, including multidisciplinary scenarios.
- Students should communicate conclusions and underlying knowledge clearly and unambiguously to both specialized and non-specialized audiences.
- Students should demonstrate self-directed learning skills for continued academic growth.
- Students should be able to self-organise, which means systematically planning and setting realistic time schedules for the different tasks in their personal agenda, prioritising their activities, attending to criteria of urgency and importance, using explicit tools and procedures to control the level of performance and optimising time.
- Students should be able to initiate, lead, promote and facilitate interactions, as well as to manage groups of people.
- Students should have the ability to communicate, influence and be effective in interpersonal relationships.
- Students should be prepared for lifelong learning and self-development. The individual develops the ability to incorporate new knowledge, skills and professional competences.
- Students should be able to lead people and teams to achieve the objectives of human resources management. In this sense, they should develop a certain level of relational sensitivity and empathy.
- Students should develop a certain tolerance for uncertainty.
- Students should be familiar with the main problems and theoretical approaches developed for the analysis of industrial relations.
- Students should be able to identify and understand the strategies emanating from the social actors, with links to human resources management.



LEARNING OUTCOMES

1. Understanding and mastery of concepts (from the most basic, labor relations, to the most regular, such as unions, employers, state, labor conflict,...).
2. Understanding the interaction processes between actors,
3. Ability to develop convincing arguments,
4. Ability to mentally and analytically organize a sequence.
5. Ability to detect and define some problems related to labor relations.

In relation to practical knowledge, the expected learning outcomes are:

1. Use of concepts.
2. Ability to apply knowledge to practice.
3. Information management capacity: selection of appropriate sources and data discrimination in carrying out the practical activities.

DESCRIPTION OF CONTENTS

1. Introduction to the field of study of Industrial Relations

Occupational and labour relations; productive units in the capitalist economy; the current environment

2. Trade Unions and unionism

Concepts and theories about trade unions; trade union interventions in the economic and social spheres; reasons for membership; organisation; means of trade union action; types of trade unionism

3. Business, industrial relations and employers' organisation

Business practices in the field of industrial relations; employers' organisations; rationale and future.

4. The State in industrial relations

Its different axes of intervention; the State as regulator; the State as integrator; the State as producer of employment policies and as employer.

**5. Conflict and labour protest**

The origins of current forms of labour protest; the strike and its dimensions; the evolution of labour conflict; the transformations of conflict.

6. Conflict and collective bargaining

The management of labour conflict: its institutionalisation; collective bargaining: concept and types.

WORKLOAD

ACTIVITY	Hours	% To be attended
Theory classes	38,00	100
Tutorials	12,00	100
Classroom practices	10,00	100
Development of group work	20,00	0
Development of individual work	10,00	0
Study and independent work	20,00	0
Readings supplementary material	10,00	0
Preparation of evaluation activities	10,00	0
Preparing lectures	10,00	0
Preparation of practical classes and problem	10,00	0
TOTAL	150,00	

TEACHING METHODOLOGY

The basic contents of the topics will be explained basically by the teacher. To follow them, the students will have a manuals that the teacher will indicate at the beginning of the course. It will facilitate a more participatory and enriching dynamic for students. This should not be an impediment to using other modalities such as group presentations of a part of a topic taking advantage of the recommended manuals.

Additionally, the following resources will be used:

1. Tutorials to address misunderstandings in the topics and to guide the resolution of the questions.
2. Reading articles as individual work in order to expand knowledge and facilitate acquisition of certain skills and abilities.

The practical part is predominantly a learning process that requires individual and/or group work outside and inside the classroom. Some of the practical activities can be found in the recommended manuals.



EVALUATION

The student assessment includes two parts:

- 1- The knowledge of the thematic units which is done by written test and accounts for 50% of the final grade
- 2- The practical activities that is made by means of continuous evaluation. Continuous assessment involves 10% of attendance and participation, and the completion of the activities in due time and form and submit them for evaluation (40%).

Both parts must be passed. The final grade is taken as a weighted average of one part and the other. The 10% of participation is not a recoverable activity.

The grading of the course will be subject to the provisions of the Grading Regulations of the Universitat de València. ACGUV 12/2004) (<http://www.uv.es/graus/normatives/Reglamentqualificacions.pdf>)

In the event of fraudulent procedures, copying or plagiarism, we will proceed as established by the Protocol of action against fraudulent practices of the Universitat de València.

(ACGUV 123/2020): <https://www.uv.es/sgeneral/protocols/c83.pdf>

REFERENCES

Basic

- - García Calavia, Miguel Ángel (2008), Sociologia de les relacions laborals, Publicacions de la Universitat de València, València.
- Hyman, R. (1981), Relaciones Industriales. Blume ediciones, Madrid.
- Köhler, H.D y Martín, A. (2005), Manual de sociología del trabajo y de las relaciones laborales, Delta Publicaciones, Madrid.
- Lorente Campos, R. y Guamán Hernández (2018) Expansión de la temporalidad y erosión de la relación de empleo estándar en España: ¿La irrupción de un nuevo paradigma de relación de empleo? Cuadernos de Relaciones Laborales vol. 36(1) 2018: 35-63.
<http://dx.doi.org/10.5209/CRLA.59556>
- Schmalz, S & Sommer, B. (2019). Confronting crisis and precariousness: organized labour and social unrest in the European Union. Rowman & Littlefield International. New York.