

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

Code	42736
Name	Industrial relations systems
Cycle	Master's degree
ECTS Credits	3.0
Academic year	2019 - 2020

Study (s)

Degree	Center	Acad. year	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	2 - Economic, legal and social framework of HR management	Obligatory

Coordination

Name	Department
GARCIA CALAVIA, MIGUEL ANGEL	330 - Sociology and Social Anthropology

SUMMARY**English version is not available**

El módulo MEJS (Marco Económico, Jurídico y Social) del Master en Dirección y Gestión de Recursos Humanos tiene un contenido multidisciplinar, orientado a aportar a los alumnos referencias teóricas y empíricas sobre el contexto en que se desarrollan las actividades socioeconómicas, atendiendo tanto a su dimensión colectiva (*relaciones laborales*) como individual (*gestión de recursos humanos*) y desde enfoques tanto económicos como jurídicos y sociológicos.

La asignatura *Sistemas de Relaciones Laborales* se inserta en dicho módulo genérico, manteniendo su conexión con las de *Teoría de las Relaciones Laborales* (42733) y las de *Legislación laboral* (42734) y *Actividad económica* (42735), cuyas referencias conceptuales y empíricas le sirven de base para sus desarrollos específicos, tanto teóricos como prácticos.



PREVIOUS KNOWLEDGE

Relationship to other subjects of the same degree

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

Other requirements

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 be able to integrate knowledge and address the complexity of making informed judgments based on incomplete or limited information, including reflections on the social and ethical responsibilities associated with the application of their knowledge and judgments.
- 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 have assertive communication and negotiation skills. This means being able to carry out negotiations related to the direction and management of human resources, and being able to carry out a mediation activity that facilitates an adequate management of human resources.
- 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 understand and manage cultural and ethnic diversity in organisations.
- Students should develop a certain tolerance for uncertainty.
- Students should know the social and legal conditions of collective bargaining, in its different aspects and levels.



- Students should be able to articulate personnel policies aimed at gaining legitimacy through consensus.

LEARNING OUTCOMES**English version is not available****WORKLOAD**

ACTIVITY	Hours	% To be attended
Theory classes	16,00	100
Classroom practices	8,00	100
Tutorials	6,00	100
Study and independent work	25,00	0
Preparation of evaluation activities	20,00	0
TOTAL	75,00	

TEACHING METHODOLOGY**English version is not available****EVALUATION****English version is not available****REFERENCES****Basic**

- Baglioni, G. y Crouch, C. (1992) Las relaciones laborales en Europa. Madrid: Ministerio de Trabajo
- Beneyto, P.J. (2015) Trabajo y sinicalismo en la globalización, en Revista Española de Sociología, núm. 12
- (2014) Trabajo y empresa. Valencia: Tirant lo blanch
- (2012) Reivindicación del sindicalismo. Madrid: Editorial Bomarzo
- CCNCC (2004) La negociación colectiva en Europa. Madrid: Ministerio de Trabajo



- Comisión Europea (2011) Industrial relations in Europe 2010. Luxemburgo
--- (2009) Industrial relations in Europe 2008
<http://www.eurofound.europa.eu/pubdocs/2009/40/en/1/EF0940EN.pdf>
- ETUI (2011) Industrial relations in Europe
<http://www.worker-participation.eu/National-Industrial-Relations>
- European Foundation for the Improvement of Living and Working Conditions (2014) European company survey 2013
<http://www.eurofound.europa.eu/surveys/ecs/2013/index.htm>
--- (2010) Developments employers organizations
<http://www.eurofound.europa.eu/eiro/studies/tn0910049s/index.htm>
- European Industrial Relations Observatory (2013) Industrial relations and working conditions developments in Europe
<http://www.eurofound.europa.eu/comparative/tn1304021s/tn1304021s.htm>
- Ferner, A. y Hyman, R. (2002) La transformación de las relaciones laborales en Europa. Madrid: Ministerio de Trabajo
- González, M. et al. (2011) Gestión de recursos humanos: contexto y políticas. Madrid: Civitas-Thompson Reuters
- Hayter, S. (2011) The role of collective bargaining in the global economy. Ginebra: OIT
- Organización Internacional del Trabajo (2015) World of Work Report 2014. Developing with Jobs. Ginebra: OIT

ADDENDUM COVID-19

This addendum will only be activated if the health situation requires so and with the prior agreement of the Governing Council

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