

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

Code	42736
Name	Industrial relations systems
Cycle	Master's degree
ECTS Credits	3.0
Academic year	2023 - 2024

Study (s)

Degree	Center	Acad. Period	year
2126 - Master's Degree in Human Resources Management	Faculty of Social Sciences	1	Second term

Subject-matter

Degree	Subject-matter	Character
2126 - Master's Degree in Human Resources Management	2 - Economic, legal and social framework of HR management	Obligatory

Coordination

Name	Department
LORENTE CAMPOS, RAUL	330 - Sociology and Social Anthropology

SUMMARY

This subject provides a multidisciplinary content aimed at providing students with theoretical and empirical references about the context in which socio-economic activities develop, addressing both their collective dimension (labor relations) and individual (human resource management), from economic, legal, and sociological perspectives.

The subject of Labor Relations Systems is part of this generic module, maintaining its connection with Theory of Industrial Relations (42733), Labor and Social Protection Legislation (42734), and Economic Activity and Economic Policy (42735), whose conceptual and empirical references serve as a basis for its specific developments, both theoretical and practical.



PREVIOUS KNOWLEDGE

Relationship to other subjects of the same degree

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

Other requirements

Not required

COMPETENCES (RD 1393/2007) // LEARNING OUTCOMES (RD 822/2021)

2126 - Master's Degree 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 (RD 1393/2007) // NO CONTENT (RD 822/2021)

The student will be able to lead negotiations and design appropriate human resources policies aimed at obtaining legitimacy through consensus.

DESCRIPTION OF CONTENTS

1. INTRODUCTION

- 1.1.- Conceptual framework: Systems, context, norms, actors, methods, processes, coverage and results
- 1.2.- Theoretical framework: contradiction or complementarity between Human Resources and Industrial or Labour Relations
- 1.3.- Statistical and documentary sources, data banks

2. LABOUR AND GLOBALIZATION

- 2.1.- Labour in the world
- 2.2.- The asymmetries of Globalization
- 2.3.- Public institutions and social actors
- 2.4.- Global panorama of labour relations

3. STRUCTURE OF LABOUR RELATIONS

- 3.1.- Levels of bargaining: company, sector, intersectoral-national, multinational
- 3.2.- Actors and models of representation
- 3.3.- Contents of collective bargaining (wages, working hours, rights, etc.): comparative analysis
- 3.4. Case studies

4. LABOUR RELATIONSHIPS IN SWEDEN, GERMANY, SPAIN, USA, BRAZIL AND CHINA

- 4.1.- Economic, legal and labour context
- 4.2.- Social actors: trade unions, employers and state
- 4.3.- Coverage and contents
- 4.4. - Assessment and prospects.

**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

Lectures

Oral presentations by students

Readings of relevant documentation by students (reports, articles, etc.)

Group debates and analysis of relevant topics of human resource management

Case studies

EVALUATION

- 1st Call for application:

The evaluation will be based on a written exam on the contents corresponding to the syllabus of the subject (theoretical and practical) which will provide 50% of the final mark; the individual and/or group work of the students (40%) and the participation, attendance and involvement of the student in the classroom debates (remaining 10%).

In order to pass the course, it is necessary to pass the exam (get a 5) and pass the practical part.

- 2nd Call for application:

In the second call, the grade for the practical work carried out throughout the course will be maintained. The participation, attendance and involvement of the student in the debates in the classroom is not recoverable, so the grade obtained in the first call will be maintained.

- Other considerations:

The grading of the course will be subject to the provisions of the Grading Regulations of the University of Valencia (ACGUV 12/2004).



[<http://www.uv.es/graus/normatives/Reglamentqualificacions.pdf>]

In the case of fraudulent practices, copying or plagiarism, the procedure will be as established by the Protocol of action in the case of fraudulent practices of the University of Valencia (ACGUV 123/2020): [<https://www.uv.es/sgeneral/protocols/c83.pdf>]

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