COURSE DATA

Data Subject	
Code	42737
Name	Management of equality and diversity
Cycle	Master's degree
ECTS Credits	3.0
Academic year	2017 - 2018

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
AGUADO BLOISE, TERESA EMPAR	330 - Sociology and Social Anthropology
GUAMAN HERNANDEZ, ADORACION REYES	76 - Labour and Social Security Law

SUMMARY

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La asignatura se integra dentro de la materia “Marco económico, jurídico y social de la Dirección de Recursos Humanos”, con un total de 15 ECTS, junto a las asignaturas siguientes: (i) Condicionantes jurídicos de recursos humanos (3 ECTS); (ii) *Normas laborales y valoración de necesidades de RRHH (3 ECTS). (iii)Sistema de relaciones laborales (3 ECTS). Y (iv)Actividad económica y política económica (3ECTS)*

Todas ellas pretenden acercar a los/as estudiantes al marco de los condicionantes jurídicos y sociales de la profesión, al conocimiento de las normas que regulan cuestiones como la contratación y las políticas salariales, a las políticas de igualdad o la gestión de la diversidad y a la comprensión del marco de política económica en el que el futuro director/a o gestor/a de RRHH desarrollará sus funciones.

La asignatura tendrá dos apartados, siendo dirigido cada uno por profesorado especializado en diferentes áreas científicas. Se pretende de este modo que el alumnado tenga una perspectiva interdisciplinar de la cuestión de la diversidad. Las dos perspectivas utilizadas serán la sociológica y la jurídico-laboral. Con la primera se identificará la situación y sus repercusiones en la gestión de los recursos humanos. Con la segunda se aplicarán conceptos jurídicos, se identificarán conductas ilícitas y se especificarán sanciones, consecuencias, efectos y mecanismos de tutela.

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 be aware of the legal constraints on human resources policies and strategies.
- Students should be able to assess and anticipate the legal consequences of organisational decisions taken by the company in relation to staff.
- Students should be able to quantify the costs of organisational decisions taken by the company in relation to staff.
- Students should know the requirements and implications of occupational risk prevention policies.
- Students should be aware of the social and regulatory aspects of diversity management.
- Students should be able to implement personnel policies linked to diversity management.

LEARNING OUTCOMES

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WORKLOAD

ACTIVITY	Hours	% To be attended
Theory classes	16,00	100
Classroom practices	8,00	100
Tutorials	6,00	100
Development of group work	7,00	0
Development of individual work	7,00	0
Study and independent work	8,00	0
Readings supplementary material	10,00	0
Preparation of evaluation activities	3,00	0
Preparing lectures	5,00	0
Preparation of practical classes and problem	5,00	0

TOTAL	**75,00**

TEACHING METHODOLOGY

English version is not available

EVALUATION

English version is not available

REFERENCES

Basic

- Referencia b1: AAVV (Coord. RAMIREZ MARTINEZ Y CAMPS RUIZ), Derecho de Trabajo, (capítulo 12), Valencia, 2012
  Referencia b2: BALLESTER PASTOR, Guia sobre el acoso moral en el trabajo, Ed. Consejo Andaluz de relaciones Laborales, Sevilla, 2007
  Referencia b3: BALLESTER PASTOR, De como la reforma operada por el RD Ley 3/2012 ha degradado el derecho fundamental a la conciliación de responsabilidades, Revista de Derecho Social, 57, 2012

Additional

- Referencia c1: AAVV (Coord. SALA FRANCO), Comentarios a la Ley Organica 3/2007, de 22 de Marzo para la igualdad efectiva de mujeres y hombres, Madrid, 2008;
  Referencia c2: AAVV (Coord. BALLESTER PASTOR), La transposición del principio antidiscriminatorio comunitario al ordenamiento jurídico laboral español, Valencia, 2010
  Referencia c3: AAVV (Coord. CABEZA PEREIRO), La relevancia de la edad en la relación laboral y de seguridad social, Navarra, 2009
  Ref. c.4: AAVV (Coord. CABEZA PEREIRO), La relevancia de la edad en la relación laboral y de seguridad social, Navarra, 2009
  Ref. c5: ALTES TÁRREGA, El acoso del trabajador en la empresa, Valencia, 2008
  Ref. c6: FABREGAT MONFORT, Los planes de igualdad como obligación empresarial, Albacete, 2007
  Ref. c7: FERNANDEZ LOPEZ, La tutela laboral frente a la discriminación por razón de género, Madrid, 2008
  Ref. c8: RODRIGUEZ PIÑERO - BRAVO FERRER Y FERNANDEZ LOPEZ, Igualdad y discriminación, Madrid, 1986
  Ref. c9: VALDES DAL RE, Igualdad de género y relaciones laborales: entre la ley y la negociación colectiva, Madrid, 2010