

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

Code	42738
Name	Labour standards and assessment of HR needs
Cycle	Master's degree
ECTS Credits	3.0
Academic year	2022 - 2023

Study (s)

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

Subject-matter

Degree	Subject-matter	Character
2126 - M.D. in Human Resources Management	2 - Economic, legal and social framework of HR management	Obligatory

SUMMARY**English version is not available**

La asignatura “*Normas laborales y valoración de necesidades de RRHH*” de carácter obligatorio y con créditos 3 ECTS, se cursa dentro de la materia Marco económico, jurídico y social de la dirección de RRHH perteneciente al programa del Master de Dirección y Gestión de Recursos Humanos.

Tiene como objetivo iniciar al estudiante en el estudio del ordenamiento jurídico laboral fundamentalmente en tres aspectos:

-La determinación de las políticas salariales y los distintos condicionamientos que las determinan. Dentro de este apartado se analizará también el régimen jurídico del salario.

-La prevención de riesgos laborales, realizando un análisis pormenorizado de las obligaciones fijadas por la normativa así como de las responsabilidades derivadas de su incumplimiento.

-Y, por último, las obligaciones y responsabilidades empresariales respecto de la Seguridad Social, determinando cuando surgen y las distintas actuaciones a realizar en cada caso.



El recorrido por el temario debe proporcionar al estudiante los conocimientos suficientes para gestionar, tanto desde una perspectiva teórica como práctica, los aspectos jurídicos del salario, de la prevención de riesgos y de las obligaciones en relación con el aseguramiento.

Esta asignatura se encuentra integrada en el bloque de materias que pretenden hacer conocer al estudiante la regulación de las relaciones que surgen en torno al trabajo dependiente y por cuenta ajena, complementando los conocimientos adquiridos en materia de ingreso en la empresa y contratación, permitiéndole adquirir conocimientos sobre gestión de personal una vez la relación laboral ya se ha iniciado.

Se trata de una asignatura clave para que el/la estudiante pueda tener un visión integral del ordenamiento jurídico laboral.

PREVIOUS KNOWLEDGE

Relationship to other subjects of the same degree

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

Other requirements

Se estima conveniente, para un aprovechamiento adecuado de la asignatura, que se disponga de un conocimiento suficiente del sistema de fuentes del Derecho así como del régimen jurídico del ingreso en la empresa y la contratación laboral.

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 know the social and legal conditions of collective bargaining, in its different aspects and levels.

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
Attendance at events and external activities	3,00	0
Development of group work	8,00	0
Study and independent work	9,00	0
Readings supplementary material	5,00	0
Preparation of evaluation activities	5,00	0
Preparing lectures	5,00	0



Preparation of practical classes and problem	5,00	0
Resolution of case studies	5,00	0
TOTAL	75,00	

TEACHING METHODOLOGY

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EVALUATION

1st call

SE1 – Written exams (Final Test, 50%, that has to be passed with a minimum mark of 5)

SE3 - Application of scales of observation and register of the attitudes of the students in the development of the tasks and activities. Participation and implication in the activities of the Master's degree (10%)

SE4 – Assessment of the individual and/or collective works of the students: it will be assessed effective submission, content and formal aspects (good writing, spelling) (40%). In concrete, it will be proposed one activity, not being necessary a minimum mark to average or add.

2nd call

The final test will have the same characteristics that in the first call.

The activities of continuous evaluation developed during the course can be repeated. For that purpose, in the moment of the final test of the second call or prior to it, it will be proposed to the students the corresponding activities of re-assessment. Anyway, the mark of those activities in which they have achieved a minimum mark of 5 will be maintained.

Both in first and in second call, the minimum mark to pass will be of 5.

The detection of plagiarism in the document that the student had submitted will lead to a mark of 0.

The distinction of Excellent will be awarded to the student who had achieved the highest mark adding the two parts of the mark, with a minimum of 9 points. In case of tie, it will be proposed an additional activity. If the tie persists, it will be resolved by draw.

REFERENCES



Basic

- Derecho del Trabajo. Luis Miguel Camps Ruiz, Juan Manuel Ramírez Martínez. Ed. Tirant lo Blanch, última edición
- Derecho de la prevención de riesgos laborales. Tomás Sala Franco. Ed. Tirant lo Blanch, última edición
- Curso de Seguridad Social. José Francisco Blasco Lahoz, Juan López Gandía. Ed. Tirant lo Blanch, última edición
- Derecho de la Seguridad Social. Remedios Roqueta Buj, Jesús García Ortega. Ed. Tirant lo Blanch, última edición

Additional

- Normas laborales básicas, a cargo de Blasco y Goerlich, Ed. Tirant Lo Blanch.
- Legislación laboral básica, a cargo de Serrano y Sequeira. Ed. Civitas.
- Legislación laboral y de la Seguridad Social, a cargo de Galiana y Sempere. Ed. Aranzadi.
- Legislación Laboral y de Seguridad Social, a cargo de Rodríguez Piñero, Ojeda Avilés, Fernández López, Gorelli Hernández, Castiñeira Fernández y Hurtado González. Ed. Tecnos
- Pueden utilizarse diversas fuentes en internet como apoyo; se enumera un listado meramente indicativo:

Bases de datos:

<http://www.westlaw.es>

<http://www.tirantonline.com>

Normas:

<http://www.boe.es>

Convenios colectivos:

<https://expinterweb.empleo.gob.es/regcon/index.htm>

Jurisprudencia:

Tribunal Constitucional:

<http://www.tribunalconstitucional.es>

Tribunal de Justicia de la Unión Europea

http://curia.europa.eu/jcms/jcms/j_6/pagina-principal

Tribunal Supremo

Cendoj

<http://www.poderjudicial.es/search/index.jsp>