COURSE DATA

Data Subject	
Code	42739
Name	Legal constraints of HR management
Cycle	Master's degree
ECTS Credits	3.0
Academic year	2018 - 2019

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

Coordination

Name	Department
ALEGRE NUENO, MANUEL	76 - Labour and Social Security Law

SUMMARY

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Esta materia es cuatrimestral y posee un carácter obligatorio. Pretende 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 o el sistema económico y laboral al que el futuro director/a o gestor/a de RRHH deberá enfrentarse.

PREVIOUS KNOWLEDGE

Relationship to other subjects of the same degree

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

Other requirements

Haber cursado el módulo de formación obligatoria Legislación laboral y de protección social

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

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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	5,00	0
Development of individual work	5,00	0
Study and independent work	10,00	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

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REFERENCES

Basic

- AA.VV. Camps y Ramírez (coord.) Derecho del Trabajo. Valencia (Tirant lo Blanch) (puede sustituirse por las referencias que se indican más abajo) Solo debe utilizarse una de ellas y siempre en la última edición disponible.
  * Alonso Olea y Casas Baamonde: Derecho del Trabajo, Civitas, Madrid
  * García Ninet: Manual de Derecho Sindical, Atelier, Barcelona
  * Martín Valverde, Rodríguez-Sañudo y García Murcia: Derecho del Trabajo, Tecnos, Madrid.
  * Montoya Melgar: Derecho del Trabajo, Tecnos, Madrid.
  * Palomeque y Alvarez: Derecho del Trabajo, Ceura, Madrid.
  * Vida Soria, Monereo López y Molina Navarrete: Manual de Derecho del Trabajo. Comares, Granada

Additional

- Una recopilación legislativa laboral como: * Leyes Laborales y de la Protección Social, a cargo de Borrajo Dacruz, Rivero Lamas, Sala Franco y Vida Soria. Edit. Tirant lo Blanch, Valencia. Puede sustituirse por cualquiera de las que se detallan más abajo. Sólo es necesaria una de ellas.
  * Legislación laboral básica, a cargo de Serrano y Sequeira. Ed. Civitas.
  *Código Laboral, a cargo de Pérez de los Cobos, Ed. La Ley.
  * Legislación laboral y de la Seguridad Social, a cargo de Galiana y Sempere. Ed. Aranzadi.
  * Normas laborales básicas, a cargo de Blasco y Goerlich, Edit. Tirant Lo Blanch, Valencia
  * Legislación Laboral, a cargo de Rodríguez Piñero, Ojeda Avilés, Fernández López y Gorelli Hernández. Edit. Tecnos, Madrid.
  Pueden utilizarse diversas fuentes en internet como apoyo; se enumera un listado meramente indicativo: