COURSE DATA

Data Subject	
Code	42739
Name	Legal constraints of HR management
Cycle	Master's degree
ECTS Credits	3.0
Academic year	2024 - 2025

Study (s)

Degree	Center	Acad. year	Period
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
YAGUE BLANCO, SERGIO	76 - Labour and Social Security Law

SUMMARY

This subject is taught over one semester and is mandatory. It aims to familiarize students with the legal and social constraints of the profession, to understand the regulations governing issues such as hiring and salary policies, or the economic and labor system that future HR directors or managers will have to deal with.

PREVIOUS KNOWLEDGE

Relationship to other subjects of the same degree

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

Other requirements

To have completed the mandatory training module in Law and Social Protection Legislation

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

2126 - Master's Degree in Human Resources Management

- Know how to apply acquired knowledge and problem-solving skills in new or unfamiliar environments within broader (or multidisciplinary) contexts related to their area of study.
- To be able to integrate knowledge and face the complexity of formulating judgments from information that, being incomplete or limited, includes reflections on the social and ethical responsibilities linked to the application of their knowledge and judgments.
- Know how to communicate your conclusions (and the underlying knowledge and reasons) to both specialist and non-specialist audiences in a clear and unambiguous way.
- Possess the learning skills that will allow them to continue studying in a way that will be largely self-directed or autonomous.
- 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 (RD 1393/2007) // NO CONTENT (RD 822/2021)

At the end of the course, the student should be able to:

- Assess and properly anticipate the legal consequences of organizational decisions made by the company regarding its human resources.
- Implement appropriate HR policies for management

DESCRIPTION OF CONTENTS

1. Employment contracts and contracting of services

The employment contract: concept and qualification. Excluded and special relationships. Self-employment: regulation of the TRADE.

2. Inter-company collaboration

Decentralization of production and its essential problems.

3. Corporate powers: organizational modifications and their limits

Functional mobility. Geographical mobility. Substantial modification of working conditions. General limits of management powers: fundamental rights. Adjustment of the workforce and termination of the employment contract. Dismissals in the interests of the company and their alternatives.

4. Consensus and conflict within the company.

Workers' representation. Collective agreements and conflicts.

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

The development of the class is structured around three axes: classes, preparation for classes, and individual tutorials.

1) Classes and oral presentations (MD1 and MD2: there will be two types of classes): On one hand, sessions to provide students with the opportunity to discuss all aspects related to a specific topic. On the other hand, classes in which the student must present the work done on the specific topic.

In any case, the teacher will provide the most suitable resources for further in-depth study of the topic.

2) Study and preparation of tasks for class (MD3, MD6). It is understood that the student's preparation for class is fundamentally for learning the discipline. Taking into account the philosophy underlying this process, knowledge, skills, and abilities should be achieved through an interactive approach and joint collaboration between teacher and student.

3) Individual tutorials are aimed at resolving doubts, further preparation, providing specific and additional information

EVALUATION

The grading scale ranges from 0 to 10 (100%), with 5 being the minimum grade to pass the subject. The final evaluation is based on the following quantitative criteria:

1) **Evaluation of individual and/or group assignments of the students (40%)**. This item consists of the preparation of classes, the development of activities within the classroom, and the assignments that students must carry out autonomously outside of class time. Effective submission, content, and formal aspects (writing, spelling) will be valued, taking into account the instructions provided by the faculty for each activity.

2) **Observation and recording of student attitudes (10%)**. Attitude and participation in class development and during tasks and activities proposed to be carried out within the classroom will be taken into account. Due to its nature of continuous assessment, this part is only assessable in class and cannot be recovered in a second call.

3) **Final test or exam (50%).** It will consist of a practical-type test questionnaire on the contents developed during the course. Passing the subject will require obtaining a passing grade in this assessment item (5 out of 10).

In the second call, the grades of all assessable activities carried out during the course will be maintained. In case of non-submission by students or not reaching the sufficient level to be approved, they may be recovered at the time of the final test of the second call or prior to its celebration. For this purpose, the faculty will propose to the students the corresponding evaluation activities.

In cases of fraudulent practices, copying, or plagiarism, actions will be taken according to the Protocol for dealing with fraudulent practices of the Universitat de València (ACGUV 123/2020): https://www.uv.es/sgeneral/protocols/c83.pdf

The grading of the subject will be subject to the provisions of the Regulations for Grading of the Universitat de València (ACGUV 12/2004): (http://www.uv.es/graus/normatives/reglamentqualificacions.pdf)

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: