

Bachelor's Degree Final Project

Code: 103958
ECTS Credits: 12

Degree	Type	Year	Semester
2500258 Labour Relations	OB	4	A

Contact

Name: Olga Paz Torres
Email: Olga.Paz@uab.cat

Use of Languages

Principal working language: catalan (cat)
Some groups entirely in English: No
Some groups entirely in Catalan: Yes
Some groups entirely in Spanish: No

Prerequisites

The UAB establishes two requirements for registering a student for the TFG:

1. To enroll subjects in the fourth year of undergraduate studies, the student must have completed at least all first-year courses.
2. To register for the TFG, the student must have completed at least two-thirds of the total number of ECTS of the curriculum (ie 160 credits).

Objectives and Contextualisation

In accordance with article 12.7 RD 1393/2007, October 29th, which establishes the official university education, the Degree Project must be oriented to the evaluation of the competences associated with the degree.

The Degree Project has its own elements based on the evaluation of the competences in which the Degree of Labor Relations is framed. The main formative objective of the subject is that the student relates in a transversal way the diverse subjects of the degree. On the other hand, it is a subject that evaluates in a very substantial part the ability of autonomous work by the student.

The bulk of the different training activities of the Degree Project are grouped under 4 more specific: Directed, supervised, autonomous activities and, finally, evaluation activities. The weight of autonomous activity, as described above, is decisive.

The recommended Degree Project's extension is 12,500 words.

The Faculty of Law grants the maximum academic importance to the Degree Project and considers that it is an adequate means to increase the quality and the requirement in the grades assigned to it by the Faculty.

Competences

- Advising union and business organizations and their members.
- Applying techniques and making decisions in terms of human resources (remuneration policy, selection policy).
- Connecting the labour market needs, demands, and fluctuations, and the dynamics and policies of the industrial relations.
- Identify the foundations of the main legal and organisational areas in the field of human work.
- Identifying, analysing and solving complex problems and situations from an (economic, historical, legal, psychological, and sociological) interdisciplinary perspective.
- Organising and managing the available time.

- Producing and designing organizational strategies, developing the human resources strategy of the organization.
- Recognising the issues related to labour market, social security, and the implementation of legislation and jurisprudential criteria to the assumptions shown in practice.
- Respecting the professional confidentiality.
- Respecting the social uses and customs.
- Retain the ethical values and moral standards in decision-making.
- Students must be aware of the impact and implications of decisions and activities in other company areas.
- Students must be capable of initiative, creativity and entrepreneurial spirit.
- Students must be effective in a changing environment and when facing new tasks, responsibilities or people.
- Working autonomously.
- Working effectively in teams.

Learning Outcomes

1. Applying the theoretical concepts related to the labour market to the project's design.
2. Creating the Final Degree Project according to the legal issues studied in the degree's theoretical training.
3. Developing innovative organizational strategies in order to activate the human resources in the organization.
4. Finding the solution of problems and situations from a cross-cutting perspective and building new ideas or concepts from that resolution.
5. Incorporating the labour and social security related issues to the Final Degree Project, as well as the implementation of legislation and jurisprudential criteria.
6. Incorporating the legal elements studied in the degree's subjects into the making of the Final Degree Project.
7. Organising and managing the available time.
8. Organising and planning the degree project taking into account the policies of industrial relations.
9. Producing innovative projects for a union organization or a business association.
10. Producing the degree project in the field of labour law and social security.
11. Proposing an idea or concept from the theoretical foundations of the organization of human labour to be used as a basis for the Final Degree Project. Proposing an idea or concept related to the organization of human labour in the Final Degree Project.
12. Recognising the demand indicators of the labour market and making decisions in accordance with labour demands.
13. Respecting the professional confidentiality.
14. Respecting the social uses and customs.
15. Retain the ethical values and moral standards in decision-making.
16. Students must be aware of the impact and implications of decisions and activities in other company areas.
17. Students must be capable of initiative, creativity and entrepreneurial spirit.
18. Students must be effective in a changing environment and when facing new tasks, responsibilities or people.
19. Working autonomously.
20. Working effectively in teams.

Content

In the Degree Project students have to do research on a relevant topic in the field of labor relations, agreed with their director.

The Degree Project has to start with some basic questions on the agreed subject with which the hypothesis is fixed, propose a suitable methodology to analyze it, synthesize the results of the research carried out and conclude with some conclusions. The Degree Project allocation system is specified in 1) the information meeting that takes place at the beginning of the course from the academic coordination of the subject and 2)

the document with the indications for the realization of the Degree Project, which is published through the page web of the Faculty and in the corresponding moodle classroom.

Methodology

The director of the TFG will carry out 4 obligatory tutorials. In the initial tutorial the director will fix the topic with the student and suggest a minimum of bibliography to start working. The other two follow-up tutorials will serve to guide the student's work. Finally, in the last tutoring, the director will suggest the final modifications.

The tutorials must follow the following schedule:

1st tutoring: October

2nd tutoring: December

3rd tutorial: March

4th tutorial: in May, before the final delivery

The completion of these tutorials on these dates will be mandatory to pass the subject.

To ensure compliance, the follow-up sheet must be filled out, available to the tutors in the Moodle classroom and on the Faculty of Law website.

The tracking sheet will collect the contents and commitments assumed by the student. At the end of each of the sessions, the director and the student must sign the follow-up sheet.

Activities

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Defense of the dissertation and final assesment	7.5	0.3	1, 15, 2, 18, 3, 10, 6, 5, 7, 8, 4, 9, 11, 12, 13, 14, 16, 17, 19
Type: Supervised			
Tutorial	15	0.6	1, 15, 2, 18, 3, 10, 6, 5, 7, 8, 4, 9, 11, 12, 13, 14, 16, 19
Type: Autonomous			
Degree Project development	277.5	11.1	1, 15, 2, 18, 3, 10, 6, 5, 7, 8, 4, 9, 11, 12, 13, 14, 16, 17, 19

Assessment

Within the deadline, students must submit their Degree Project. Also within the expected deadline, the director must present an evaluation report. This report has to include a qualitative assessment of the work done by the student. The report will be included in the follow-up sheet.

The Degree Project is a continuous assessment subject, which means that once the process begins that begins with the first tutoring in October with the tutor. In the event that the student choose to leave the Degree Project, the final grade will be suspended. The final grade will also be suspended if the tutoring schedule set out in the methodology section is not met. The student who has not made the choice of the tutor in the period established for this purpose will be considered not presented. On the scheduled dates, those students who have to defend orally the Degree Project before the Court will have a maximum time of 20 minutes. The Court will decide the final grade on the basis of: the report of the director, the report of the Court's speaker and the evaluation of the oral presentation made.

Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
Defense of the dissertation and final assessment	5%	0	0	1, 2, 18, 3, 10, 6, 5, 7, 8, 4, 9, 11, 12, 19
Degree Project development	85%	0	0	1, 15, 2, 18, 3, 10, 6, 5, 7, 8, 4, 9, 11, 12, 13, 14, 16, 17, 19
Tutorial	10%	0	0	15, 3, 7, 8, 9, 12, 13, 14, 16, 20

Bibliography

The bibliography of the Degree Project is the specific recommended by the director.