

**Internal Communication**

Code: 104780  
ECTS Credits: 6

Degree	Type	Year	Semester
2503868 Communication in Organisations	OB	2	2

The proposed teaching and assessment methodology that appear in the guide may be subject to changes as a result of the restrictions to face-to-face class attendance imposed by the health authorities.

**Contact**

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**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

**Teachers**

Francisco Baiges Planas  
Jesús Martínez Fernández

**Prerequisites**

As it is a second year subject, it is assumed that the student must be able to express himself / herself in writing and orally in his / her own languages. They must have initiative and the ability to learn, and they must be aware of current issues.

They must have knowledge of English, because some reading may be in this language.

Students will need to check the official email and the Moodle Classrooms because they will be the ways for communication tools between faculty, teachers and students throughout the semester.

**Objectives and Contextualisation**

The objectives of the subject are the following:

- Learn the systems of diffusion of the internal information and the Communication Offices and to dominate the techniques (writing, preparation of acts, creation of agenda, etc.).
- Know the elements to take into account for the elaboration of an internal communication plan of an organization, in function of its characteristics.
- To have elements of judgment to know how to manage the informative crises that can generate or affect the workers of the Organization.
- Assess the ethics of communication, journalistic ethics and professional relations between the Communication Offices and their internal audiences.

**Competences**

- Analyse communication in the organisation and draw up a communication plan that includes internal, external and crisis communication.

- Devise, plan and execute communication projects about the organisation on all types of media and for both internal and external audiences.
- Display the ability to lead, negotiate and work in a team.
- Establish communication objectives, and design and apply optimal strategies for communication between organisations and their employees, clients and users, and society in general.
- Manage time efficiently and plan for short-, medium- and long-term tasks.
- Students must be capable of communicating information, ideas, problems and solutions to both specialised and non-specialised audiences.
- Students must develop the necessary learning skills to undertake further training with a high degree of autonomy.
- Work in compliance with professional codes of conduct.

## Learning Outcomes

1. Adapt to new situations in a constantly changing work environment.
2. Apply a SWOT analysis to the characteristics of the different types of organisation, taking account of geographical location, products or services offered, target audience, number of employees, etc.
3. Communicate with journalists, members of the organisation and external audiences.
4. Devise and develop communication mechanisms of different kinds taking into account the characteristics of the organisation.
5. Generate creative ideas in the workplace.
6. Identify and describe organisations' communicative objectives in order to gain a competitive advantage regarding their internal and external audiences.
7. Organise the activities of communication departments in the short, medium and long term.
8. Respect the different religions, ethnic groups, cultures, sexual identities, etc. of the persons belonging to the organisation.
9. Set up mechanisms for an organisation and the members of its communication departments to explain the organisation's objectives, functions and business idea to audiences of all types.
10. Show initiative and leadership skills.
11. Work independently to solve problems and take strategic decisions on the basis of the knowledge acquired.

## Content

The syllabus of the subject consists of the following units:

### 1. INTERNAL COMMUNICATION

- Definitions
- History
- Utility
- Audiences
- Culture of the organization

### 2. THE INTERNAL COMMUNICATION PLAN

- Planning
- Execution
- Evaluation

### 3. INTERNAL COMMUNICATION DISSEMINATION TOOLS

- The channels and means of transmission.

Examples:

Intranet

Regular meetings with members of the organization (assemblies, small committee meetings, welcome and farewell sessions ...)

Own publications: magazines, memoirs, newsletters ...

Billboards

Email

Social Networks

Others

### 4. INTERNAL COMMUNICATION AND BUSINESS STRATEGY

- Corporate brand and business
- Business communication
- Communication in multinational organizations
- Virtual organizations
- Internal communication and teleworking

#### 5. MANAGEMENT AND ELEMENTS OF INTERNAL COMMUNICATION

- Professional profiles of communicators
- The relationship of the communications office and other departments of the organization
- Crisis management
- Professional ethics

All these topics will enter the evaluations to be performed at any given time (theory and practice). If a session could not be given for reasons beyond the control of the teachers, its content will be given as taught and will be evaluated based on specific bibliography, the detailed script of the syllabus, etc.

The content of this subject will be sensitive to aspects related to the gender perspective.

### Methodology

There will be a detailed presentation in the classroom of the theoretical contents of the syllabus, which is what will allow the development of practical teaching and the achievement of the competencies defined for this subject.

Master classes should encourage reflection and joint debate, and are a necessary element in encouraging students' self-learning.

Practical teaching allows the student to assess the evolution of their learning and place it in front of the simulation of real cases. The internships are complemented by tutorial consultations that have the basic goal of providing training, personal and professional guidance, and especially guidance for doing group work.

The basis of the teaching methodology will be to achieve an autonomous learning by the students. The academic activity supervised by the teaching staff, with a constant and active participation of the students, will allow them to assume the generic and specific competencies that will be raised in the subject, thus achieving the objectives set.

The subject is divided into a series of master classes, seminars and / or conferences and / or specific days that provide the theoretical and methodological basis and serve as a link and guide to perform the learning activities (practical classes) and self-learning that are essential. in the design of the subject. Theoretical classes and learning activities will allow students to assume the purposes of the subject.

Tutorials are considered a fundamental aspect for the guidance and growth of student learning. These tutorials can be individual, group, face-to-face or virtual, depending on the development of the course.

The detailed calendar with the content of the different sessions will be exposed the day of presentation of the subject. It will also be posted on the Virtual Campus where students can find a detailed description of the exercises and practices, the various teaching materials and any information necessary for the proper follow-up of the subject. This detailed planning may be subject to change due to unforeseen reasons beyond the control of the teaching staff (for example, the call for strikes affecting teaching).

In case of change of teaching modality - semi-face-to-face, virtual - for health reasons, the teachers will inform of the changes that will take place in the programming of the subject and in the teaching methodologies.

### Activities

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Theory classes, student oral presentations, debate, case study	27	1.08	9, 6
Type: Supervised			
Individual and group tutoring	15	0.6	10, 5
Type: Autonomous			

## Assessment

As this is a subject with continuous assessment, it is mandatory to attend the classroom. And to pass the subject it is mandatory to take all the activities. The course consists of the following assessment activities: Activity A- 25% on the final grade. Exam: It is a theoretical test of content control. It will include the theoretical contents taught and the bibliographic material indicated by the teachers.

Activity B- 25% on the final grade. Course work. Autonomous group activity with teacher supervision. Creation of an internal communication plan by an Organization that does not have one and / or audit of an existing internal communication plan. Teachers will provide the characteristics to be taken into account for the choice of organization, which must be accepted by teachers. 5% of the grade will correspond to the oral presentation to teachers and students. 20% of the grade will be for the written content of the work.

Activity C- 40% on the final grade. Practical exercises, usually individual. From 5 to 7 tests in the classroom, directed and supervised. Each test will be worth between 5 and 10% depending on its difficulty and will be explained in the document of teaching planning of the subject, which also indicates the detailed schedule of activities to be carried out throughout the semester and which is posted in the Moodle Classroom at the beginning of the semester.

Activity D- 10% on the final grade. Knowledge control tests in the theory classroom, without prior notice, based on what was explained in the session. There can be a debate or answer or reflect on an issue presented in the classroom both in person and virtually from the Virtual Campus Forum.

To pass the course and make the average grade proportional, each of the parts must be passed (minimum of 5 points out of 10 in each of the 4 blocks of activities). The result will be:

$A (25\%) + B (25\%) + C (40\%) + D (10\%) = 100\%$  final grade of the subject.

Recovery System:

Students will be entitled to the recovery of the subject if they have been assessed for the set of activities whose weight is equivalent to a minimum of 2/3 of the total grade of the subject.

Since the subject has a system of continuous assessment, the activities that are excluded from the recovery process are the B (course work) and the set of the C (individual exercises). However, in the event that a student has not been able to perform a practical exercise (activity C) due to justified force majeure, a specific recovery test will be placed on the date of recovery of activity A, on day and time set by teachers and announced in the teaching planning that will be in the Moodle Classrooms.

Second Registration:

Since this is the first year in which this subject is taught, there will be no one to enroll for the second time.

Plagiarism

The student who commits any irregularity (copying, plagiarism, impersonation ...) will be graded with 0 this evaluation activity. In case of several irregularities, the final grade of the subject will be 0.

## Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
Course Work	25	12	0.48	2, 9, 5, 4, 6, 7, 8, 11
Exam	25	3	0.12	2, 6
Participation	10%	3	0.12	10, 11
Practical Exercises	40%	20	0.8	1, 2, 3, 9, 5, 4, 7, 11

## Bibliography

Specific bibliography for each topic will be provided

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