

Organisation, Qualification and Competencies

Code: 100484
ECTS Credits: 6

Degree	Type	Year	Semester
2500258 Labour Relations	OT	4	0

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: spanish (spa)
Some groups entirely in English: No
Some groups entirely in Catalan: No
Some groups entirely in Spanish: Yes

Teachers

Alejandro Godino Pons

Prerequisites

It is recommended that you have successfully completed the course Sociology of Organizations in the second year.

Objectives and Contextualisation

This is an optional subject for the fourth year, second semester. It is part of the subjects that make up the Mention in Training.

- Know the arguments that support the importance of training to gain access to the labour market.
- Provide a vision of the different approaches to skills and qualifications, and their relationship with the labour market.
- know the various different ways to obtain competences and qualifications.
- Understand the relationship between training and employment and its evolution over time.
- Analyze the problems of matching between the training obtained and the requirements of the labour market.
- These objectives are complemented with the acquisition of basic skills in the field of human resources management.

Competences

- Advising union and business organizations and their members.
- Applying quantitative and qualitative social investigation techniques to the labour field.
- Contrasting the equality between men and women in the workplace and solving the issues arisen with the Act on Equality.
- Identify the foundations of the main legal and organisational areas in the field of human work.
- Producing, developing and assessing occupational and continued training plans in regulated and non regulated fields.

- Understanding the dynamic and changing character of the labour relations in the national and international field.
- Working autonomously.
- Working effectively in teams.

Learning Outcomes

1. Defining and identifying qualifications, competences and occupational segregation.
2. Defining the basic concepts of the relations between society and a company.
3. Giving examples of the position of social actors in the industrial relations.
4. Identifying the application of Corporate Social Responsibility (CSR) in the framework of international institutions.
5. Interpreting the European objectives of Corporate Social Responsibility and ethical codes.
6. Interpreting the debate between the social agents and their social, governmental and corporate initiatives.
7. Knowing the equality, conciliation and sustainability plans of a company.
8. Knowing the qualitative and quantitative social investigation techniques applied to the labour field.
9. Producing, developing and assessing occupational and continued training plans in regulated and non regulated fields.
10. Students must know the basic concepts of the social organization of labour in a company.
11. Students must know the basic concepts related to the social agents of industrial relations.
12. Working autonomously.
13. Working effectively in teams.

Content

The program is structured around four main themes:

I- CONCEPTUAL ELEMENTS AND THEORETICAL APPROACHES

- I.1. The sociological perspective about the qualifications at work
- I.2. The importance of qualifications at work. Approach to the concepts of

II-KNOWLEDGE SOCIETY, TECHNOLOGICAL INNOVATION AND CHANGING QUALIFICATIONS

- II.1. The so-called "knowledge society" and its weaknesses. Training and
- II.2. Technological innovation and its impact on the qualifications: increasing
- II.3. The definition of skills and qualifications in the company. Organizational

III-ACQUISITION OF QUALIFICATIONS AND COMPETENCES

- III.1. The formal mechanisms. Educational and training instruments and
- III.2. Importance of the "National Qualifications Framework". Occupational
- III.3. The informal mechanisms for obtaining competences and qualifications

IV-THE ADEQUACY OF TRAINING WITH THE QUALIFICATIONS

- IV.1. The adaptation problems: attitudes and aptitudes.
- IV.2. Adaptation actions at the local level. Training mechanisms and their
- IV.3. Towards an integrated training model? Challenges and deficiencies

Methodology

The objectives of the course will be achieved through an active and participative methodology, combining the main

In this way, the development of the course is based on the following groups:

a) Master classes.

The teaching staff carries out explanations of the main concepts and ideas.

b) Seminars and Presentations in class.

The seminars consist of the presentation, discussion and debate of selected reading. The class will be divided into groups and each one of them will present their work.

c) Work in a group

Groups of three or four people will be made. Each group will have to do a presentation and a written test.

d) Individual work.

Each student will have to prepare for an individual written test that will be carried out at the end of the course.

Annotation: Within the schedule set by the centre or degree programme, 15 minutes of one class will be reserved for students to evaluate their lecturers and their courses or modules through questionnaires.

Activities

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Master classes	40	1.6	10, 11, 7, 8, 1, 3, 9, 4, 6, 5
Type: Supervised			
Presentations, debates and group assignment	10	0.4	10, 1, 3, 9, 5, 12, 13
Seminars	7.5	0.3	10, 8, 1, 4, 6, 12
Type: Autonomous			
Study, preparation and organization	45	1.8	10, 11, 7, 8, 1, 3, 9, 6, 12
Teamwork and tutorials	40	1.6	1, 3, 6, 13

Assessment

The assessment is carried out throughout the course, partly individually and partly in a group. It consists of the following:

1) Individual evaluation. Written test

It is carried out through an individual written test at the end of the second semester. This test involves 45% of the final grade. But it will be necessary to obtain a minimum grade of 5 in this test to be able to pass the course.

2) Group work.

Each group, of three or four people and chosen by the students themselves, will have to do a presentation and a written test. Searching for information and its treatment is an important part of group work. Group work has an incidence of 40% on the final grade.

3) Presentations in class and seminars.

The seminars consist of the presentation and debate of selected reading. The class will be divided into groups and each of them will be responsible for a presentation. The group responsible for the presentation may use audiovisual media (powerpoint, video, etc.). The presentation in class (10%) and the presence and participation in the seminars (30%) will be evaluated.

Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
Individual test	45%	3	0.12	10, 7, 2, 1, 3, 9, 13

Seminar presentations	15%	2.5	0.1	10, 11, 8, 2, 1, 3, 9, 4, 13
Teamwork	40%	2	0.08	10, 11, 8, 1, 3, 9, 4, 6, 5, 12

Bibliography

COMPULSORY READING

The compulsory course readings correspond to the seminar readings. These readings are available online

FURTHER READING

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-Cejas, M. (2004), *La formación en la empresa. ¿Un factor clave para el desarrollo de las competencias del trabajador?*, trabajo de investigación de doctorado, Facultat de Ciències Polítiques i de Sociologia, UAB..

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-Fernández Steinko, A. (2001), "El sabor agrisado de los grupos de trabajo" a *Cuadernos de Relaciones Laborales* nº 18

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-Lassnigg, L. (2006), "Aprendizaje permanente, de la escuela al trabajo y las transiciones del mercado de trabajo", a Toharia, L. (ed.), *Los mercados de trabajo transicionales: Nuevos enfoques y políticas sobre los mercados de trabajo europeos*, Madrid, Ministerio de Trabajo y Asuntos Sociales.

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Software

There is no specific software required for this topic