

**Legislation and Management of People in the  
Aeronautical Sector**

Code: 42875  
ECTS Credits: 6

| Degree                          | Type | Year | Semester |
|---------------------------------|------|------|----------|
| 4313785 Aeronautical Management | OB   | 0    | 1        |

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)

### Teachers

Isabel Pellicer Cardona

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### Prerequisites

There are no previous requirements.

### Objectives and Contextualisation

The aim of this module is twofold.

In the first subject the essential objective is the learning of the fundamental aspects of aeronautical Law, so that the student is able to use the legislation, even if he does not have legal training. The student becomes familiar with the legal regulations, case law and the techniques of interpretation and application of aeronautical Law.

The second subject aims to ensure that the student knows the axes of the behavior of people in the professional environment and develop the ability to manage them. Specifically, it is intended to know the technical resources to enable the strategic management of people, and to develop analytical, instrumental and emotional skills to apply in their field of action.

### Competences

- Communicate and justify conclusions clearly and unambiguously to both specialised and non-specialised audiences.
- Continue the learning process, to a large extent autonomously
- Follow the legal regulations governing management in the aeronautical sector, on the basis of understanding the specific concepts of aeronautical law.
- Identify and understand the main elements in the behaviour of aeronautical professionals in order to manage them correctly.

- Integrate knowledge and use it to make judgements in complex situations, with incomplete information, while keeping in mind social and ethical responsibilities.
- Recognise the human, economic, legal and ethical dimension in professional practice.
- Seek out new areas to open up within the field.
- Use acquired knowledge as a basis for originality in the application of ideas, often in a research context.
- Work collaboratively in multidisciplinary teams.

## Learning Outcomes

1. Communicate and justify conclusions clearly and unambiguously to both specialised and non-specialised audiences.
2. Continue the learning process, to a large extent autonomously
3. Determine and understand the critical factors in the management of individuals.
4. Determine and understand the key factors in competence-based management.
5. Determine understand factors leadership.
6. Display flexibility in interpersonal relations.
7. Integrate knowledge and use it to make judgements in complex situations, with incomplete information, while keeping in mind social and ethical responsibilities.
8. Place aeronautical law in the context of present and future society and of sectors like aeronautical engineering, computer science, etc., in Spain, Europe and beyond.
9. Present in public practical cases in aeronautical management, suggesting possible solutions deriving from regulations, case law and doctrine.
10. Recognise the human, economic, legal and ethical dimension in professional practice.
11. Relate knowledge of aeronautical law to air traffic issues so as to provide fair, effective solutions.
12. Seek out new areas to open up within the field.
13. Understand the meaning and scope of concepts like air space, airport, aircraft, aeronautical company, air traffic, air safety, air transport and passenger rights.
14. Use acquired knowledge as a basis for originality in the application of ideas, often in a research context.
15. Work collaboratively in multidisciplinary teams.

## Content

Thematic block M2-B1: Air law

Chicago Convention on International Civil Aviation and the International Civil Aviation Organization.

1. Air navigation.
2. Airports.
3. Aircraft.
4. Airline company.
5. The contract of air transportation of people and their luggage.
6. The contract of air transport of goods.
7. Insurance, accidents and aeronautical criminal law

Thematic block M2-B2: Management of Persons in the Aeronautical Sector

1. Work teams
2. Leadership
3. Communication
4. Conflict

5. Negotiation
6. Climate and culture
7. Selection and Training
8. High Performance Teams (EAR).

## Methodology

The general methodological approach of the subject is based on the principle of multivariate strategies, which aims to facilitate active participation and construction of the learning process by the student under the principle of "learning by doing".

Specific specifications of the thematic block M2-B1: Air Law. This thematic block is developed in distance teaching format. There is no teaching lecturers. Each week of the course, the student has the corresponding complete subject in the virtual campus, for its study and analysis. It is planned to carry out practical cases from the acquired training in the subjects and in additional information that each student must independently locate. There will be virtual and/or face-to-face sessions weekly with the aim of being able to establish feedback with the master's students in face-to-face and online mode.

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                 |       |      |   |
| Seminars                       | 10    | 0.4  | 6, 5, 4, 3, 12, 7, 1, 2, 10, 15         |
| Theory lessons                 | 10    | 0.4  | 5, 4, 3, 10                             |
| Type: Supervised               |       |      |   |
| Development of works in group  | 32    | 1.28 | 6, 5, 4, 3, 9, 12, 7, 1, 10, 11, 14, 15 |
| Tutorial                       | 8     | 0.32 | 2                                       |
| Type: Autonomous               |       |      |   |
| Individual resolution of works | 40    | 1.6  | 8, 6, 5, 4, 3, 12, 7, 2, 10, 11, 14     |
| Personal study                 | 50    | 2    | 2                                       |

## Assessment

In order for any of the evaluation elements to be considered in the formula for calculating the final grade of the module (according to their weights), their individual grade must be greater than or equal to 4.

All activities based on written reports must be submitted within the due dates indicated by the teacher. If a report-based activity is suspended, the student may re-submit his / her report in accordance with the corrections / indications provided by the teacher.

If a written test is suspended, the student will have the opportunity to repeat it.

The dates of recovery of exams, as well as the dates of re-delivery of reports of works will be communicated by the professor at the beginning of the course.

Next, the evaluation activities corresponding to each of the thematic blocks that make up the module are indicated.

#### M2-B1: Aeronautical Law

- Final exam. It consists of two parts:
- Theoric exam. It consists of 40 multiple choice questions.
- Development of a small practical case. The student will have 48 hours to develop and submit their proposal.
- Resolution of course exercises.

The reevaluation of this block, if necessary, will consist of a reevaluation examination of the suspended matter. If approved, the final grade of the subject will be apt / unfit; that is, a 5 in the case of being fit.

#### M2-B2: Management of People in the Aeronautical Sector

- Workbook: Also known as an album of cards, it consists of a folder of experiences, documents, images, photos and products selected and arranged by the student as evidence of their learning process and assimilation of the contents worked on in class. As an evaluation tool, it offers elements of analysis that extend the traditional evaluation criteria. The teacher will provide the pertinent instructions for the preparation of the workbook.
- The reevaluation of this block, if necessary, will consist in carrying out a recovery work that will be assessed in terms of apt (5) or not suitable.

Important note: In order to have the right to be evaluated in this module, the minimum percentages of attendance to class indicated below must be accredited:

- In the blended modality: 75%

- In virtual mode: 50%

There is no differentiated treatment in the evaluation of repeaters.

The student can present himself to the recovery whenever he has submitted to a set of activities that represent a minimum of two thirds of the total qualification of the subject.

### Assessment Activities

| Title                           | Weighting | Hours | ECTS | Learning Outcomes                   |
|---------------------------------|-----------|-------|------|-------------------------------------|
| Final exam (M2-B1)              | 35%       | 0     | 0    | 13, 8, 9, 7, 1, 11, 14              |
| Resolution of exercises (M2-B1) | 15%       | 0     | 0    | 13, 8, 7, 1, 2, 11                  |
| Work notebook (M2-B2)           | 50%       | 0     | 0    | 6, 5, 4, 3, 12, 7, 1, 2, 10, 14, 15 |

### Bibliography

Thematic block M2-B1: Air law

- ALBA FERNÁNDEZ M. y FORTES MARTÍN A., (Dirs.), *Público y privado en el Derecho aeronáutico: retos presentes y futuros*, Tirant lo Blanc, 2017.
- DÍAZ RAFAEL, GEMA, *Descubrir el Derecho aeronáutico*, Centro de Documentación y Publicaciones de Aena, 2008.

- MARTÍNEZ SANZ, F. (Dir.) y PUTZ, A. (Coord.), *Manual de Derecho del transporte*, Marcial Pons, 2010.
- MORILLAS JARILLO, M. J., PETIT LAVALL, M. V. y GUERRERO LEBRÓN, M. J., *Derecho aéreo y del espacio*, Marcial Pons, 2015
- SIERRA NOGUERO, E., *Manual de Derecho aéreo*, Tirant lo Blanc, 2020.

Thematic block M2-B2: Management of persons in the aeronautical sector

- Baisoff, D., Victor, D. (1991). *Gestión del conflicto*. Díaz de Santos. Madrid.
- Borrell, F. (1996). *Cómo trabajar en equipo*. Gestión 2000. Barcelona.
- Brams, S.J., Taylor, A.D. (2000). *La solución ganar-ganar. Cómo garantizar que cada uno se queda la parte que le corresponde*. Ariel. Barcelona.
- BROS, W. y Moberg, D. (1990) *Teoría de la organización y la Administración: enfoque integral*. Limusa: Mexico.
- Dessler G. (1983) *Administración de Personal*. Prentice Hall: Mexico.
- Fisher, R., Ury, W., Patton, W. (1998). *Obtenga el sí: El arte de negociar sin ceder*. Gestión 2000. Barcelona.
- Hall, R. (1996). *Organizaciones, Estructura, Procesos y Resultados*. 2da Edición. Prentice Hall: México.
- Jeffrey A. Joerres (2011). "LA LLEGADA DE HUMAN AGE, la era de las Personas y el Talento"; <http://www.manpower.com/researchcenter>
- Martínez-Tur, V., Ramos, J. y Moliner, C. (2015). *Psicología de las organizaciones*. Madrid: Síntesis.

## Software

No specific software is required, only the general means and tools applicable to the follow-up of the master