

Organisation, Qualification and Competencies

Code: 100484
ECTS Credits: 6

2024/2025

Degree	Type	Year
2500258 Labour Relations	OT	4

Contact

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Teaching groups languages

You can view this information at the [end](#) of this document.

Prerequisites

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

The teaching of the subject will be taught taking into account the perspective of the Sustainable Development Goals.

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 labor market.
- Provide a vision of the different approaches to skills and qualifications, and their relationship with the labor 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 labor market.
- These objectives are complemented with the acquisition of basic skills in the area of training.

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.
- Developing research projects in the labour field.
- 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. Understanding the research applied to Industrial Relations.
13. Working autonomously.
14. 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 o

II-KNOWLEDGE SOCIETY, TECHNOLOGICAL INNOVATION AND CHA

II.1. The so-called "knowledge society" and its weaknesses. Training and

II.2. Technological innovation and its impact on the qualifications: increas

II.3. The definition of skills and qualifications in the company. Organizatic

III-ACQUISITION OF QUALIFICATIONS AND COMPETENCES

III.1. The formal mechanisms. Educational and training instruments and t

III.2. Importance of the "National Qualifications FRamework". Occupatio

III.3. The informal mechanisms for obtaining competences and qualificati

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

Activities and Methodology

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Master classes	40	1.6	1, 3, 4, 5, 6, 7, 8, 9, 10, 11
Type: Supervised			
Presentations, debates and group assignment	10	0.4	1, 3, 5, 9, 10, 13, 14
Seminars	7.5	0.3	1, 4, 6, 8, 10, 13
Type: Autonomous			
Study, preparation and organization	45	1.8	1, 3, 6, 7, 8, 9, 10, 11, 13
Teamwork and tutorials	40	1.6	1, 3, 6, 12, 14

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 topics.

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.

d) Individual work.

Each student will have to prepare for an individual written test that will be

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.

Assessment

Continuous Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
Individual test	45%	3	0.12	1, 2, 3, 7, 9, 10, 14
Seminar presentations	15%	2.5	0.1	1, 2, 3, 4, 8, 9, 10, 11, 12, 14
Teamwork	40%	2	0.08	1, 3, 4, 5, 6, 8, 9, 10, 11, 13

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 50% in this test.

2) Group work.

Each group, of three or four people and chosen by the students themselves. 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 readings. 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 (10%) will be assessed.

Single Assessment

Those people who opt for the single assessment will be assessed with the following:

1- Written test on the date established in the Faculty of Law's exams calendar

2 - Training plan of a company / organization, which must be submitted during the semester

3 - A short review of a reading of the seminars

Recovery: The same recovery system as for the continuous assessment

Students will be assessable as long as they have completed a set of activities whose weight is equivalent to a minimum grade of 50%.

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 agridulce de los grupos de trabajo" a *Cuadernos de Relaciones Laborales* nº 18

-Fernández Rodríguez, C. (2007), *Vigilar y organizar. Una introducción a los Critical Management Studies*, Madrid, Siglo XXI

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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

Language list

Name	Group	Language	Semester	Turn
(PAUL) Classroom practices	51	Catalan	second semester	afternoon
(TE) Theory	51	Catalan	second semester	afternoon

PROVISIONAL