

Degree	Type	Year
2500258 Labour Relations	OB	4

Contact

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Teaching groups languages

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

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 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.

Activities and Methodology

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Tutorial classes	12	0.48	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19
Type: Supervised			
Oral presentation preparing	3	0.12	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 18, 19
Type: Autonomous			
Degree Project development	285	11.4	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19

The TFG is an unpublished research project in which students will have to carry out research on a relevant topic in Law, agreed with their director. The TFG must be agreed and tutored by the Director. A work not recognised by the Director will be equivalent to a non-submission, subject to the Director's report provided to the Coordination. The assignment of the Director will be carried out through a unique and objective system that will be reported to the first informative meeting.

The monitoring and documentation of the TFGs will be carried out through the application enabled for this purpose (currently tfe.uab.cat). Teaching staff and students will have to fill in the data requested in the application, especially regarding the completion and content of the tutorials and the partial and final deliveries of the work.

The director of the TFG, once the application has been received at the request of the students, will carry out 4 compulsory tutorials that will be obligatory for both parties:

- 1st tutorial: once the assignment of directors has been made, the student must contact the director of the project during the month of October to arrange an initial tutorial. At the initial tutorial, the director will set the topic with the students and will suggest a minimum bibliography to start working on.
- 2nd tutorial (end of January): the submission will have to contain, as a minimum, a table of contents or provisional summary, the objective of the work and the development of some of its sections in a minimum length of 4,000 words.
- 3rd tutorial (end of March).
- 4th tutorial: in May, before the final submission, the director will suggest the final modifications.

The person in charge of directing the TFG in each of the two partial deliveries will have to provide feedback to the student either in writing or through a tutorial within a maximum period of 15 days. These tutorials must be individual.

The tutorials and partial deliveries will be compulsory to pass the course and will have to be documented in the computer application.

It will be compulsory for students to take the online course offered by the library service on how to carry out a final project within the period indicated.

The TFGs may be carried out, in agreement with the Director, following one of these 4 models:

1. Scientific article. Monographic research work in a classic format.
2. Legal opinion in which the student will have to answer one or more legal *questions.

3. Jurisprudential analysis on the state of a legal question, institution or problem.
4. Resolution of a practical case.

In any of the modalities, the research work will have an approximate length of 14,000 words, with a margin of \pm 500 words, annexes apart. Unless justified by the student, a minimum of 15 sentences and 5 doctrinal articles or monographs must be used in the work.

It is compulsory to write an executive summary reflecting, in the student's opinion, the most relevant elements of his/her work. This summary will have a maximum length of 1,500 words.

The director of the work will have to write a report of the TFG following the model that will be elaborated by the Faculty in which the final work, its development and monitoring and the summary or executive report will be evaluated.

The director's report, the TFG and the summary or executive report will be submitted, prior to the defence, to the members of the examining board where it is to be defended. Failure to submit any of these elements within the deadline set out in the calendar will determine, except in cases of force majeure, to be assessed by the Dean's Office, that the work will be considered as not having been submitted.

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.

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Assessment

Continous Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
Avaluació resum executiu	10%	0	0	3, 7, 8, 9, 12, 13, 14, 15, 16, 20
Defense of the dissertation and final assesement	40%	0	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 18, 19
Degree Project development	40%	0	0	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19
Evolució treball	10%	0	0	2, 6, 15, 16, 17

Assessment

Within the deadline, students will have to submit their TFG. Also within the deadline, the director of the TFG will have to submit an evaluation report in which a qualitative assessment of the work done by the students will be made.

The TFG is a continuous assessment subject, which means that the process begins with the first tutorial in October with the tutor. In the event that the student chooses to leave the TFG after that point, the final grade will be a fail. The final mark will also be a fail if the tutoring schedule set out in the methodology section is not followed or if the course on how to prepare a research project is not taken.

Students who have not chosen a director within the established deadline will be considered to have failed.

The evaluation of the TFG will be carried out through the evaluation of four evidences: a) monitoring and evolution of the work; b) written work prepared by the student; c) executive report-summary that the student will also have to prepare; d) public defence.

Characteristics and relative weight of the elements assessed:

a) Monitoring and evolution of the work. Relative weight of the final assessment: 10%. Evaluation by the director.

b) Written work and executive report to be submitted by the student. Relative weight on the final assessment: written work 40% and executive report-summary 10%. Assessment by the director.

c) Public defence: this will begin with a presentation by the student, in which audiovisual media may not be used, although the student may wish to provide some kind of supporting documentation to the members of the examining board at the same time. Afterwards, the members of the examining board may ask any questions or clarifications that the student may answer. Relative weight of the final evaluation: 40%. Assessment by the examining board, which will take into consideration the defence and the adequacy of the executive summary and the TFG.

Warning: Copying or plagiarism in the completion of the TFG (detected at any time during the process of completion) will result in a grade of 0 (fail) in the final grade of the course as it denies the authorship of the work.

This subject, due to its characteristics, does not admit a single evaluation system.

Bibliography

- TFG Treball Final de Grau (GI-Ides)-UAB: <https://grupsderecerca.uab.cat/gi-ides-tfg/biblio>.

Resources available in the Library

- How to cite and prepare the bibliography:
<https://www.uab.cat/web/estudia-i-investiga/citacions-i-bibliografia-1345708785665.html>
- Support for academic work:
<https://www.uab.cat/web/estudia-i-investiga/suport-als-treballs-academics-1345725516124.html>
- Training courses. *Tools and resources related with the Deegree project*.
<https://www.uab.cat/web/que-oferim/cursos-de-formacio-1345708785493.html>. Virtual courses

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

Software

No required.

Language list

Information on the teaching languages can be checked on the CONTENTS section of the guide.