

Degree	Type	Year
Labour Relations	OB	2

Contact

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

Prerequisites

It is recommended to have successfully completed the course *Sociology of Work and Industrial Relations* (first year, second semester of the Labour Relations undergraduate degree).

Objectives and Contextualisation

It is a compulsory subject of the second year, first semester. It is, therefore, a basic subject that aims to introduce students to the analysis of the structure and organization of the company, through the main theoretical approaches, from a sociological perspective.

This conceptual work has to allow to know and interpret the current transformations in companies and their effects on the organization of work, industrial relations and labor management policies.

These objectives are complemented by the acquisition of basic skills in terms of the search, preparation and analysis of official statistical sources linked to the company's problems, as well as those that promote teamwork and self-organization and accountability of work

At the end of the course, students will be able to:

- Know the different sociological approaches to the analysis of companies
- Distinguish the different dimensions, dynamics and protagonists existing in companies
- Contextualize business activity
- Apply this knowledge to the critical and rigorous analysis of companies

- Have the basic tools to intervene in the business field (especially, management of human resources and industrial relations)
- Use the main databases and / or statistical sources of this field
- Have the basic skills that allow an autonomous and cooperative work

Competences

- Advising union and business organizations and their members.
- Applying quantitative and qualitative social investigation techniques to the labour field.
- Clearly expressing ideas or facts in a compelling way.
- Contrasting the equality between men and women in the workplace and solving the issues arisen with the Act on Equality.
- Developing critical thinking and reasoning and communicating them effectively both in your own and other languages.
- Drawing up and formalising reports and documents.
- 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.
- Planning, designing, consulting and managing occupational risk prevention systems.
- Working effectively in teams.

Learning Outcomes

1. Clearly expressing ideas or facts in a compelling way.
2. Defining and identifying qualifications, competences and occupational segregation.
3. Defining the basic concepts of the relations between society and a company.
4. Developing critical thinking and reasoning and communicating them effectively both in your own and other languages.
5. Drawing up and formalising reports and documents.
6. Knowing the equality, conciliation and sustainability plans of a company.
7. Knowing the qualitative and quantitative social investigation techniques applied to the labour field.
8. Reaching a consensus in the industrial relations.
9. Recognising the pressure groups and collective action.
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 and relating the working conditions of a company to security and health at work in that company.
13. Understanding the basic concepts of illnesses and labour and occupational accidents.
14. Understanding the problems derived from conflict in the industrial relations.
15. Working effectively in teams.

Content

The first part of the course will provide students with the main conceptual tools for analysing organisations, with a specific focus on the business context. This content will be primarily theoretical and will conclude with a midterm test aimed at verifying students' acquisition of basic concepts.

The second part of the course adopts a more applied and practical approach. It will cover monographic topics related to contemporary companies, to be discussed in class through student presentations and group activities. Topics may include contractual flexibility and job insecurity, gender structures in organisations, work-life balance, equality plans, and corporate social responsibility. Students will receive methodological training to carry out a systematic literature review in preparation for a group essay on one of the course topics.

Activities and Methodology

Title	Hours	ECTS	Learning Outcomes
Type: Directed			
Debate	3.5	0.14	3, 1
Final written test preparation	15	0.6	10, 11, 3, 4
Masterclasses	39	1.56	10, 11, 3, 14
Seminars students	4.5	0.18	10, 11, 3
Working in group	3	0.12	
Type: Supervised			
Documentation and bibliography	3.5	0.14	10, 11, 3, 14
Individual and collective tutorials	3	0.12	10
Oriented readings	8	0.32	10, 11, 3, 14, 9, 8
Working in group	8	0.32	
Type: Autonomous			
Organization and elaboration of materials	15	0.6	3, 4, 1, 5
Personal study	25	1	10, 11, 3, 14, 9, 8
Search Information	15	0.6	10, 11, 3

The teaching of the subject will be face-to-face. The classroom practices will also be face-to-face and will be used to work on the contents of the master classes, for the realization of some seminar sessions relating to group work and for the oral presentation of group work.

The objectives of the course will be achieved based on the combination of theoretical and practical sessions that involve the active participation of the students. The aim is to stimulate self-learning, teamwork, critical reasoning, as well as the ability to narrow down and solve problems that have to do with work dynamics in companies.

At the beginning of the course, the precise content and methodology for the development of the practical work will be indicated.

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

Continous Assessment Activities

Title	Weighting	Hours	ECTS	Learning Outcomes
Group evaluation, oral presentation and final debate	15% final qualification	1	0.04	1, 15
Group evaluation, written	30% final qualification	2.5	0.1	10, 11, 6, 7, 3, 2, 4, 14, 9, 5, 15, 8
Individual assessment / final exam	35%	3	0.12	12, 10, 11, 6, 7, 3, 2, 4, 13, 14, 1, 9, 5, 8
Individual evaluation / first test	15% final qualification	1	0.04	12, 10, 11, 6, 3, 2, 4, 13, 14, 1, 9, 8
Participation in group activities in class	5%	0	0	12, 10, 11, 6, 7, 3, 2, 4, 13, 14, 1, 9, 5, 15, 8

The course follows a continuous assessment model, both individually and in groups.

I) Group Assessment

The group assessment aims to evaluate teamwork skills, as well as synthesis and oral/written expression abilities. It will consist of a practical project involving the organisation of a seminar session and the preparation of a systematic literature review on a chosen topic. Group work accounts for 45% of the final grade (30% for the systematic literature review; 15% for the oral presentation of a related article, including a written support using the PRISMA template).

Attendance at the seminars and the oral presentations is mandatory and evaluated as part of the 5% participation mark. Deliverables for the seminar session, as well as the final literature review, must be submitted within the deadlines and formats specified via the virtual campus. Late submissions or absences will result in proportional deductions from the final grade. Missed or failed seminar tasks cannot be resubmitted.

II) Individual Assessment

The individual assessment evaluates students' mastery of analytical and conceptual knowledge, as well as their critical thinking and reasoning skills. It consists of two exams:

- A midterm test, held after the introductory section, in the form of a multiple-choice test during class hours (15% of the final grade).
- A final written exam, held at the end of the semester (max. 2 hours), requiring a short essay on a topic from the monographic section (35% of the final grade).

These two components will together account for 45% of the final grade. A minimum score of 4/10 in the final written exam is required to average with the group project.

III) Failing, "Not Presented", and Re-assessment

Both the final project and the individual exam are graded on a 0 to 10 scale.

There is no recovery activity for the group project.

Students who fail the midterm but attend it may recover it by retaking the relevant part during the final exam. A re-assessment (retake) will also be available at the end of the first semester for students who do not achieve an average of 4/10 between both individual exams. Any grade below 4 results in failing the course.

IV) Copying, Plagiarism, or Other Irregularities in Assessment

As highlighted in the multimedia resource Argumenta, Unit 20, on plagiarism:

"Plagiarising shows a lack of originality and creativity. Academic plagiarism specifically undermines the development of critical thinking, which should be central to any learning process. One must rely on oneself and bring out one's own creativity."

http://wuster.uab.es/web_argumenta_obert/unit_20/tot_t20.html

With this positive spirit in mind, students are encouraged to use the tools offered by the UAB to help with studying and preparing written assignments and tests to avoid plagiarism or other forms of academic dishonesty. The Social Sciences Library website offers key information and recommendations:

<http://www.uab.cat/web/recursos-d-informacio/citacions-i-bibliografia-1326267851837.html>

Any irregularity of this nature will result in a score of 0 for the corresponding assessment activity. See Article 116, Point 10 of the UAB Academic Regulations:

"If a student commits any irregularity that could significantly alter the grade of an assessment activity, that activity will be graded with a 0, regardless of any disciplinary process. If multiple irregularities occur, the final grade for the subject will be 0."

http://www.uab.cat/doc/TR_Normativa_Academica_Plans_Nous

The use of generative AI tools, such as ChatGPT, is allowed as complementary support in preparing assignments and written assessments, provided it does not replace the student's own analytical, critical, and writing abilities. Students may use these tools to clarify doubts, explore examples, or improve their understanding of content. However, final submissions must reflect original, individual work. Improper use-such as submitting automatically generated text or showing a lack of personal reflection-may be considered academic misconduct.

Under no circumstances may students submit texts entirely generated by AI. Controls will be implemented to verify compliance. Violating this rule may be considered a breach of academic integrity and will invalidate the related assessments.

V) Single Assessment Option

From the 2023-2024 academic year onward, students may request single assessment for certain subjects in undergraduate and master's programmes. A list of eligible subjects is available on the faculty's website. Students may request single assessment if the course content and methodology allow, as specified in the course syllabus.

In the case of Sociology of Business, the single assessment will consist of three parts:

- A written exam covering the course contents: a multiple-choice test on the introductory section and a short essay on a monographic topic (45%). A score below 4/10 in this part invalidates the rest of the assessment.
- A written literature review, to be submitted on the exam day, based on the seminar contents (30%). The topic must be previously approved by the instructor.
- A short oral interview on course content (15%).

Re-assessment conditions are the same as for students following continuous assessment.

VI. Non-Assessable Students

A student is considered assessable if they complete a set of activities that account for at least two-thirds of the total grade.

If this threshold is not reached or the student fails to score at least 4/10 in individual exams, the instructor may classify them as "not assessable."

Bibliography

For the first (theoretical) part:

- Bonazzi, G. (1994). History of Organisational Thought. Vic: Eumo Editorial.

- Fernández Rodríguez, C. et al. (2012). Sociología de la empresa, el trabajo y las organizaciones. Un enfoque crítico.
- Hormigos Ruiz, J. (2023). Sociología de la empresa y de los recursos humanos (1st ed.). Tirant lo Blanch.
- Grey, C. (2021). A Very Short, Fairly Interesting and Reasonably Cheap Book About Studying Organizations.
- Köhler, H.-D. & Martín, A. (2011). Manual de Sociología del Trabajo y de las Relaciones Laborales. Madrid: Delta Publicaciones (3rd ed.).
- Watson, T. J. (2003). Sociology, Work and Industry (4th ed.). Routledge.

For the second (monographic) part, specific readings will be provided via the virtual campus.

Software

No required.

Groups and Languages

Please note that this information is provisional until 30 November 2025. You can check it through this [link](#). To consult the language you will need to enter the CODE of the subject.

Name	Group	Language	Semester	Turn
(PAUL) Classroom practices	1	Catalan/Spanish	first semester	morning-mixed
(PAUL) Classroom practices	51	Catalan	first semester	afternoon
(TE) Theory	1	Catalan/Spanish	first semester	morning-mixed
(TE) Theory	51	Catalan	first semester	afternoon