



**UNIVERSIDAD DE CASTILLA - LA MANCHA**  
**GUÍA DOCENTE**

**1. General information**

Course: SOCIOLOGY OF INDUSTRIAL RELATIONS SYSTEMS AND POLICIES  
Type: CORE COURSE  
Degree: 327 - DEGREE P. IN LABOUR RELATIONS AND HUMAN RESOURCES DEVELOPMENT (CU)  
Center: 401 - FACULTY OF SOCIAL SCIENCES OF CUENCA  
Year: 2

Code: 43319  
ECTS credits: 6  
Academic year: 2023-24  
Group(s): 30  
Duration: C2  
Second language: English  
English Friendly: Y  
Bilingual: N

Main language: Spanish

Use of additional languages:  
Web site:

Lecturer: JOSE REMO FERNANDEZ CARRO - Group(s): 30				
Building/Office	Department	Phone number	Email	Office hours
Facultad de Educación, 2.02; Facultad de Ciencias Sociales, 4.27.	FILOSOFÍA, ANTROPOL, SOCIOL Y ESTÉTICA	969179100 ext 4426	joseremo.fernandez@uclm.es	

**2. Pre-Requisites**

None required. Basic knowledge of Sociology acquired in the previous courses of the subject is taken for granted.

**3. Justification in the curriculum, relation to other subjects and to the profession**

The subject 'Sociología de las Políticas y Sistemas de Relaciones Laborales' (Industrial Sociology) is the only subject of Module 7, "Theory and Systems of Labor Relations", of the Grado in Relaciones laborales y Recursos Humanos (Degree in Industrial Relations )

**4. Degree competences achieved in this course**

**Course competences**

Code	Description
E17	Ability to understand the differences between the different models of labor relations.
G01	Ability to seek, analyze and summarize information allowing to establish arguments and make judgments in the different areas of professional activity.
G02	Ability to present and defend, orally and/or in writing, issues or topics related to their specialty.
G03	Capacity for continuous, self-directed and autonomous learning, which allows them to develop learning skills necessary to undertake further studies with a high degree of autonomy.
G04	Ability to use ICT appropriately, in different areas of professional activity.
G05	Ability to understand general information in a foreign language, using frequently used expressions.
G06	Ability to carry out different professional activities in accordance with ethical standards and principles of respect for fundamental rights.

**5. Objectives or Learning Outcomes**

**Course learning outcomes**

Description  
Exhibition and defense of matters related to the subject.  
Use documents and materials in a foreign language.  
Use of new ICTs in human resources management procedures.  
Respect for fundamental rights.  
Seeking, analyzing and summarizing information.  
Autonomous knowledge learning.  
Understand the differences between the different models of labor relations.  
Knowledge of the basic foundations of classical theories.

**6. Units / Contents**

- Unit 1: Origins and theoretical grounds of public employment and labor relations policies.
- Unit 2: Public policies of employment, and welfare state.
- Unit 3: The government intervention in industrial relations.
- Unit 4: Industrial conflict.
- Unit 5: Unions and unionism.
- Unit 6: Employers' organizations.

**7. Activities, Units/Modules and Methodology**

Training Activity	Methodology	Related Competences (only degrees before RD 822/2021)	ECTS	Hours	As	Com	Description
Class Attendance (theory) [ON-SITE]	Lectures	E17 G01 G02 G03 G04 G06		1	25	N	Explanation of the syllabus by the teacher during class hours.
Class Attendance (practical) [ON-SITE]	Project/Problem Based Learning (PBL)	E17 G01 G02 G03 G04 G06	0.6	15	Y	Y	Treatment of the syllabus contents through problems and specific cases drawn from sociolaboral reality.
Writing of reports or projects [OFF-SITE]	Guided or supervised work	E17 G01 G02 G03 G04 G06	1.6	40	Y	Y	Completion of one or several original project or projects under the guidance of the professor.
Study and Exam Preparation [OFF-SITE]	Self-study	E17 G01 G02 G03 G04 G06	1.2	30	N		Study and comprehension of the contents included in the syllabus of the subject.
Final test [ON-SITE]	Assessment tests	E17 G01 G02 G03 G04 G06	0.08	2	Y	Y	Final test on the topics covered in the syllabus.
Other on-site activities [ON-SITE]	Combination of methods	E17 G01 G02 G03 G04 G05 G06	0.2	5	Y	N	Discussion and sharing of readings or results of student projects in the classroom.
Analysis of articles and reviews [OFF-SITE]	Reading and Analysis of Reviews and Articles	E17 G01 G02 G03 G04 G05 G06	1.32	33	Y	N	Readings, analysis, and commentary on texts (reference manuals, scientific journal articles, daily press articles, and audiovisual material).
<b>Total:</b>				<b>6</b>	<b>150</b>		
<b>Total credits of in-class work: 1.88</b>							<b>Total class time hours: 47</b>
<b>Total credits of out of class work: 4.12</b>							<b>Total hours of out of class work: 103</b>

As: Assessable training activity

Com: Training activity of compulsory overcoming (It will be essential to overcome both continuous and non-continuous assessment).

**8. Evaluation criteria and Grading System**

Evaluation System	Continuous assessment	Non-continuous evaluation*	Description
Assessment of active participation	10.00%	0.00%	If not present at the time, it will be evaluated in the final exam.
Theoretical papers assessment	40.00%	50.00%	Failure to submit the assignment on time or receiving a failing grade will require repeating it in the retake exam. Obligatory recoverable.
Final test	50.00%	50.00%	Written exam. Obligatory recoverable. This exam is essential to pass the subject.
<b>Total:</b>	<b>100.00%</b>	<b>100.00%</b>	

According to art. 4 of the UCLM Student Evaluation Regulations, it must be provided to students who cannot regularly attend face-to-face training activities the passing of the subject, having the right (art. 12.2) to be globally graded, in 2 annual calls per subject, an ordinary and an extraordinary one (evaluating 100% of the competences).

**Evaluation criteria for the final exam:**

**Continuous assessment:**

- Final test
  - Basic knowledge.
  - Competence in evaluation and elaboration.
  - Ability to assess the relevance of the contents, to summarize them and to relate them to each other.
  - Logical organization of the contents.
- Group and / or individual work
  - Content (relevance, coherence, clarity, capacity for synthesis and originality).
  - Bibliography (relevance, impact, diversity and current).
  - Presentation.
- Participation in class
  - Relevance, focus, coherence.
  - Clarity, capacity for synthesis.

Plagiarism is a serious offense against academic values. It will mean a zero mark in that item. Check the professor if you have doubts about what plagiarism is and how it is avoided.

**Non-continuous evaluation:**

- Final exam
  - Basic knowledge.

- Competence in evaluation and elaboration.
- Ability to evaluate the relevance of the contents, synthesize them, and relate them to each other.
- Logical organization of the contents.
- Group and/or individual assignments
- Contents (relevance, pertinence, coherence, clarity, synthesis capacity, and contribution or originality).
- Bibliography (relevance, impact, diversity, and up-to-dateness).
- Presentation.

Plagiarism is a serious offense against academic values. The use of AI in assignments will be considered plagiarism. Plagiarism in an exam will result in an immediate failing grade for that exam. Consult with the professor if you have any doubts about what plagiarism is and how to avoid it.

**Specifications for the resit/retake exam:**

In the extraordinary call the \_format\_ of the final test could change, but not the way it is considered and evaluated.

**Specifications for the second resit / retake exam:**

In the extraordinary call it could change the \_format\_ of the final test, but not the way it is considered and evaluated.

9. Assignments, course calendar and important dates	
<b>Not related to the syllabus/contents</b>	
<b>Hours</b>	<b>hours</b>
Study and Exam Preparation [AUTÓNOMA][Self-study]	30
Final test [PRESENCIAL][Assessment tests]	2
<b>Unit 1 (de 6): Origins and theoretical grounds of public employment and labor relations policies.</b>	
<b>Activities</b>	<b>Hours</b>
Class Attendance (theory) [PRESENCIAL][Lectures]	5
Class Attendance (practical) [PRESENCIAL][Project/Problem Based Learning (PBL)]	1
Analysis of articles and reviews [AUTÓNOMA][Reading and Analysis of Reviews and Articles]	9
<b>Unit 2 (de 6): Public policies of employment, and welfare state.</b>	
<b>Activities</b>	<b>Hours</b>
Class Attendance (theory) [PRESENCIAL][Lectures]	5
Class Attendance (practical) [PRESENCIAL][Project/Problem Based Learning (PBL)]	2
Other on-site activities [PRESENCIAL][Combination of methods]	1
Analysis of articles and reviews [AUTÓNOMA][Reading and Analysis of Reviews and Articles]	8
<b>Unit 3 (de 6): The government intervention in industrial relations.</b>	
<b>Activities</b>	<b>Hours</b>
Class Attendance (theory) [PRESENCIAL][Lectures]	5
Class Attendance (practical) [PRESENCIAL][Project/Problem Based Learning (PBL)]	3
Writing of reports or projects [AUTÓNOMA][Guided or supervised work]	10
Other on-site activities [PRESENCIAL][Combination of methods]	1
Analysis of articles and reviews [AUTÓNOMA][Reading and Analysis of Reviews and Articles]	5
<b>Unit 4 (de 6): Industrial conflict.</b>	
<b>Activities</b>	<b>Hours</b>
Class Attendance (theory) [PRESENCIAL][Lectures]	5
Class Attendance (practical) [PRESENCIAL][Project/Problem Based Learning (PBL)]	3
Writing of reports or projects [AUTÓNOMA][Guided or supervised work]	10
Other on-site activities [PRESENCIAL][Combination of methods]	1
Analysis of articles and reviews [AUTÓNOMA][Reading and Analysis of Reviews and Articles]	5
<b>Unit 5 (de 6): Unions and unionism.</b>	
<b>Activities</b>	<b>Hours</b>
Class Attendance (theory) [PRESENCIAL][Lectures]	2,5
Class Attendance (practical) [PRESENCIAL][Project/Problem Based Learning (PBL)]	3
Writing of reports or projects [AUTÓNOMA][Guided or supervised work]	10
Other on-site activities [PRESENCIAL][Combination of methods]	1
Analysis of articles and reviews [AUTÓNOMA][Reading and Analysis of Reviews and Articles]	3
<b>Unit 6 (de 6): Employers' organizations.</b>	
<b>Activities</b>	<b>Hours</b>
Class Attendance (theory) [PRESENCIAL][Lectures]	2,5
Class Attendance (practical) [PRESENCIAL][Project/Problem Based Learning (PBL)]	3
Writing of reports or projects [AUTÓNOMA][Guided or supervised work]	10
Other on-site activities [PRESENCIAL][Combination of methods]	1
Analysis of articles and reviews [AUTÓNOMA][Reading and Analysis of Reviews and Articles]	3
<b>Global activity</b>	
<b>Activities</b>	<b>hours</b>
Writing of reports or projects [AUTÓNOMA][Guided or supervised work]	40
Class Attendance (practical) [PRESENCIAL][Project/Problem Based Learning (PBL)]	15
Study and Exam Preparation [AUTÓNOMA][Self-study]	30
Class Attendance (theory) [PRESENCIAL][Lectures]	25
Final test [PRESENCIAL][Assessment tests]	2
Other on-site activities [PRESENCIAL][Combination of methods]	5
Analysis of articles and reviews [AUTÓNOMA][Reading and Analysis of Reviews and Articles]	33
<b>Total horas: 150</b>	

10. Bibliography and Sources						
Author(s)	Title/Link	Publishing house	City	ISBN	Year	Description
Giddens, A., y Sutton, P.W.		Alianza	Madrid	978-84-206-8979-1	2014	Manual básico de Sociología, no es obligatorio pero sí es una buena referencia que tener a mano.
Blanch Ribas, J.M. (Coord.)	Teoría de las relaciones laborales, Tomo I, Fundamentos y Tomo II, Desafíos	UOC			2003	
Carrasco, C. (Ed.)	Tiempos, trabajo y género	Universitat UB			2001	
Castells, M.	La sociedad red: Una visión global	Alianza			2006	
Köhler, H.-D., y Martín Artilles, A.		Delta	Madrid	978-8492453-80-1	2005	
Migueluez, F.; Prieto, C. (coord.)	Relaciones de empleo en España	Siglo XXI			1999	
Nemesio Ruiz, R.	Las organizaciones en una perspectiva de conflicto.	Tirant lo Blanch			2005	
Santamaría, E., Martín, M.P., Romero, C. et al.	Políticas Sociolaborales	UOC			2002	
Santos, A.	Trabajo, empleo y cambio social	Tirant lo Blanch			2002	
					2005	