

**1. General information****Course:** ORGANIZATIONAL DESIGN AND BEHAVIOUR**Code:** 43310**Type:** CORE COURSE**ECTS credits:** 6**Degree:** 325 - UNDERGRADUATE DEGREE IN LABOUR RELATIONS AND HUMAN RESOURCES DEVELOPMENT (AB)**Academic year:** 2023-24**Center:** 111 - FACULTY OF INDUSTRIAL RELATIONS AND HUMAN RESOURCES OF ALBACETE**Group(s):** 10**Year:** 2**Duration:** First semester**Main language:** Spanish**Second language:** English**Use of additional languages:****English Friendly:** Y**Web site:****Bilingual:** N**Lecturer:** GLORIA PARRA REQUENA - Group(s): 10

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**2. Pre-Requisites**

Not established

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

Not established

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

Code	Description
E07	Ability to understand the regulatory framework governing labor relations and Social Security.
E08	Ability to advise and/or manage on employment and recruitment matters based on the knowledge of the regulatory framework for labor relations.
E09	Ability to advise and represent workers and employers in collective bargaining processes and collective labor disputes.
G02	Capacity for legal reasoning and interpretation, understanding the general theory of legal norms.
G03	Advisory and technical representation capacity in the administrative field.
G04	Familiarity with the main aspects of corporate and labor taxation.
G05	Ability to understand and advise on the different forms of legal organization of business activities.
G06	Ability to draft and interpret contracts and to advise on civil liability.

**5. Objectives or Learning Outcomes****Course learning outcomes****Description**

General understanding of information in a foreign language.

Use of new ICTs in human resources management procedures.

Autonomous knowledge learning.

Detect problems and make decisions related to the management of human resources.

Exhibition and defense of reports on human resources strategies.

Apply strategic management models of human resources.

Know and understand in depth the approaches of the behavior of people, the organization and management of work and the direction of human resources.

Development of professional activities in accordance with ethical principles and respect for fundamental rights.

**6. Units / Contents****Unit 1:****Unit 2:****Unit 3:****Unit 4:****Unit 5:****Unit 6:****Unit 7:****Unit 8:**

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	E07 E08 G05 G06	1.2	30	N	-	
Class Attendance (practical) [ON-SITE]	Problem solving and exercises	E07 E08 G02	0.6	15	Y	N	
Writing of reports or projects [OFF-SITE]	Self-study		2.4	60	Y	N	
Group tutoring sessions [ON-SITE]	Guided or supervised work	E08 G03	0.12	3	N	-	
Study and Exam Preparation [OFF-SITE]	Self-study	E07 E08 G03 G05	1.44	36	Y	N	
Final test [ON-SITE]	Assessment tests		0.12	3	Y	Y	
Project or Topic Presentations [ON-SITE]	Combination of methods		0.12	3	Y	N	
<b>Total:</b>			<b>6</b>	<b>150</b>			
<b>Total credits of in-class work: 2.16</b>				<b>Total class time hours: 54</b>			
<b>Total credits of out of class work: 3.84</b>				<b>Total hours of out of class work: 96</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
Final test	60.00%	100.00%	
Other methods of assessment	40.00%	0.00%	
<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).

9. Assignments, course calendar and important dates	
Not related to the syllabus/contents	
Hours	hours
Class Attendance (theory) [PRESENCIAL][Lectures]	30
Class Attendance (practical) [PRESENCIAL][Problem solving and exercises]	15
Writing of reports or projects [AUTÓNOMA][Self-study]	60
Group tutoring sessions [PRESENCIAL][Guided or supervised work]	3
Study and Exam Preparation [AUTÓNOMA][Self-study]	36
Final test [PRESENCIAL][Assessment tests]	3
Project or Topic Presentations [PRESENCIAL][Combination of methods]	3
Global activity	
Activities	hours
Class Attendance (theory) [PRESENCIAL][Lectures]	30
Class Attendance (practical) [PRESENCIAL][Problem solving and exercises]	15
Writing of reports or projects [AUTÓNOMA][Self-study]	60
Group tutoring sessions [PRESENCIAL][Guided or supervised work]	3
Study and Exam Preparation [AUTÓNOMA][Self-study]	36
Final test [PRESENCIAL][Assessment tests]	3
Project or Topic Presentations [PRESENCIAL][Combination of methods]	3
<b>Total horas: 150</b>	

10. Bibliography and Sources						
Author(s)	Title/Link	Publishing house	Citv	ISBN	Year	Description
Bueno Campos, Eduardo	Curso básico de economía de la empresa : un enfoque de organ	Pirámide		978-84-368-1911-3	2008	
Fernández Sánchez, Esteban	Iniciación a los negocios : aspectos directivos	Paraninfo		978-84-9732-664-3	2008	
Galán Zazo, José Ignacio	Diseño organizativo	Thomson		84-9732-516-8	2006	
Guarnizo García, José Víctor	Fundamentos de administración y dirección de empresas	s.n.]		84-604-9204-4	1995	
Iborra Juan, María	Fundamentos de dirección de empresas : conceptos y habilidad	Thomson		978-84-9732-371-0	2007	
Pérez Gorostegui, Eduardo	Comportamiento organizativo	Editorial universitaria		978-84-8004-816-3	2007	
	Organización y dirección de	Ramón Areces Thomson		84-9732-456-0	2006	

Wagner, John	empresas Comportamiento organizativo : consiguiendo la ventaja compet	Paraninfo Thomson	84-9732-245-2	2004
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