



Information about the subject

Degree: Bachelor of Science Degree in Business Administration and Management

Faculty: Faculty of Legal, Economic and Social Sciences

Code: 302008 **Name:** Labour Management and Security

Credits: 6,00 **ECTS** **Year:** The course is not offered this academic year **Semester:** 2

Module: Company Law

Subject Matter: Company Law **Type:** Elective

Department: Accounting, Finance, and Management Control

Type of learning: Classroom-based learning / Online

Languages in which it is taught:

Lecturer/-s:



Module organization

Company Law

Subject Matter	ECTS	Subject	ECTS	Year/semester
Law	12,00	Corporate Tax I	6,00	2/1
		Management of Mercantile Societies	6,00	1/2
Corporate Tax	6,00	Corporate Tax II	6,00	3/2
Company Law	18,00	Commercial Contracts and Corporate Crisis Management	6,00	This elective is not offered in the academic year 25/26
		Economic Public Law	6,00	This elective is not offered in the academic year 25/26
		Labour Management and Security	6,00	This elective is not offered in the academic year 25/26

Recommended knowledge

This subject does not require any previous knowledge



Learning outcomes

At the end of the course, the student must be able to prove that he/she has acquired the following learning outcomes:

- R1 Demonstrate possession and understanding of knowledge in a field of study that builds upon general secondary education, typically reaching a level supported by advanced textbooks and including aspects that involve knowledge from the forefront of the field. [RAB1]
- R2 Apply their knowledge correctly to their work or vocation in a professional manner and be able to develop and defend arguments and solve problems within their field of study. [RAB2]
- R3 Be able to understand the principles of law that regulate the operation and relationships of companies and organizations (such as commercial law, labor law, tax law, administrative law, etc.), and relate them to knowledge related to business management (such as accounting, finance, marketing, organization, etc.). [RAE7]



Assessment system for the acquisition of competencies and grading system

Assessed learning outcomes	Granted percentage	Assessment method
R1, R2, R3	10,00%	Objective Tests
R1, R2, R3	15,00%	Completion of Theoretical-Practical Activities
R1, R2, R3	5,00%	Class Attendance and Participation
R1, R2, R3	70,00%	Final Exam
R1, R2, R3	10,00%	Participation in Synchronous Communication Activities
R1, R2, R3	10,00%	Deliverable Activities
R1, R2, R3	5,00%	Periodic Evaluations Through Online Questionnaires
R1, R2, R3	5,00%	Participation in Discussion Forums
R1, R2, R3	70,00%	Final evaluation with essay questions and practical scenarios (In-person activity)

Observations

1ª) Es imprescindible obtener un mínimo de 5 sobre 10 en el examen (que será tipo test) para poder computar o valorar los otros dos instrumentos de evaluación (por un lado, "asistencia, participación activa y actitud favorable en la asignatura" y, por otro lado, "pruebas prácticas") en 1ª convocatoria. 2ª) En relación con el concepto de "asistencia, participación activa y actitud favorable en la asignatura" (20%), la mera asistencia o presencia física a las clases computará un máximo de un 5%, mientras que el 15% restante derivará de la actitud favorable en la asignatura mostrada de alguna de las siguientes formas: · Las intervenciones de los estudiantes en las propias clases (presenciales u online), con los registros o anotaciones correspondientes. · Las tutorías virtuales a través del Campus virtual UCVnet o las sesiones online a través de Teams desarrolladas como una tutoría de forma grupal o individual. · Las intervenciones en el foro creado en la plataforma UCVnet para plantear y responder a dudas del temario. · Los correos electrónicos o mensajes recibidos planteando cuestiones sobre el temario de la asignatura. 3ª) Sólo si la nota final es igual o superior a 5, se aprobará la asignatura. Ello tanto en 1ª como en 2ª



convocatoria. No obstante, en caso de que el estudiante obtenga una nota total próxima al aprobado en 2ª convocatoria, podrá superar la asignatura si el profesor lo considera correcto teniendo en cuenta intervenciones destacadas del alumno en cuestión a lo largo del cuatrimestre.

4ª) Acorde a la Normativa General de Evaluación y Calificación de las Enseñanzas Oficiales y Títulos Propios de la UCV, el sistema de evaluación continua es el sistema preferente de evaluación en la UCV. El art. 10 permite no obstante, para aquellos estudiantes que, de forma justificada y acreditada, no puedan someterse al sistema de evaluación continua, y así lo soliciten al profesor responsable de la asignatura, quien decidirá expresamente sobre la admisión de la petición de evaluación única del estudiante y se le comunicará la aceptación/denegación. Por lo que a la asignatura de Derecho Administrativo Económico se refiere, el porcentaje de asistencia mínima requerido es del 70%, siendo pues este el límite a tener en consideración para la potencial solicitud de evaluación única. Esta, en caso de ser concedida, se articulará en base a los

siguientes criterios: · En primera convocatoria, el porcentaje correspondiente a asistencia y participación en clase, acrecerá el porcentaje de las prácticas (10%) y de la prueba final teórica (10%) realizada en período oficial de exámenes. 5º) El alumnado podrá usar la IA para cualquier consulta relacionada con la asignatura e, incluso, proveerle de enunciados, prácticas o pruebas de evaluación para obtener respuestas automáticas, siempre y cuando éstas sean contrastadas y validadas por el propio estudiante. A tal efecto, el profesorado podrá hacer las comprobaciones oportunas. El alumnado no podrá usar la IA: · Para grabar o transcribir, total o parcialmente, cualquier actividad realizada en el aula, con el fin de obtener resúmenes o apuntes hechos por IA. · Para introducir apuntes o cualquier otro material autoría del profesorado que lo haya proporcionado en herramientas de IA como ChatGPT u otras no institucionales cuya información no se encuentra en entornos controlados. Criterios de cita y atribución: · Toda utilización de herramientas de IA deberá estar declarada de forma explícita en el documento entregado (p.ej., en una nota al pie o en un anexo). · Se indicará el nombre de la herramienta, el propósito de uso (ej. revisión gramatical, organización de ideas, ejemplo de redacción) y en qué parte del trabajo se ha empleado. · El uso responsable de la IA se evaluará como parte de los criterios de originalidad y honestidad académica.

MENTION OF DISTINCTION:

The mention of "Honors" may be awarded to students who have obtained a grade equal to or greater than 9.0. Their number may not exceed five percent of the students enrolled in a group in the corresponding academic year, unless the number of students enrolled is lower.

Learning activities

The following methodologies will be used so that the students can achieve the learning outcomes of the subject:

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| M1 | Lecture of contents by the teacher, analysis of competencies, explanation, and demonstration of abilities, skills, and knowledge in the classroom. |
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- M3 Supervised group work sessions led by the teacher. Study of economic-business cases, both real and fictitious. Meaningful construction of knowledge through student interaction and activity. Critical analysis of values and social commitment.
- M4 Supervised monographic sessions with shared participation.
- M5 Application of interdisciplinary knowledge.
- M6 Personalized and small-group attention. Instruction and/or guidance period conducted by a tutor with the aim of reviewing and discussing materials and topics presented in classes, seminars, readings, completion of assignments, etc.
- M7 Set of oral and/or written tests used in the initial, formative, or summative assessment of the student.
- M9 Group preparation of readings, essays, problem-solving, seminars, assignments, reports, etc., to present or submit in theoretical classes, practical classes, and/or small-group tutorials.
- M10 Student study: individual preparation of readings, essays, problem-solving, seminars, assignments, reports, etc., to present or submit in theoretical classes, practical classes, and/or small-group tutorials.
- M11 Presentation of content by the teacher, analysis of competencies, explanation, and demonstration of skills, abilities, and knowledge in the virtual classroom.
- M12 Group work sessions via moderated chat led by the teacher. Study of economic-business cases, both real and fictitious, to construct knowledge through student interaction and activity. Critical analysis of values and social commitment.
- M13 Monographic sessions throughout the course, focused on current aspects and applications of the subject.
- M14 Problem-solving, comments, reports, to be submitted at deadlines throughout the course.
- M15 Individual attention for monitoring and guidance of the learning process, conducted by a tutor with the objective of reviewing and discussing materials, topics, seminars, readings, completion of assignments, etc.
- M16 Participation and contributions to discussion forums related to the subject, moderated by the course instructor.



- M17 Set of tests, written or oral, used in the initial, formative, or summative assessment of the student.
- M19 Group preparation of readings, essays, problem-solving, seminars, assignments, reports, etc., for dissemination or submission.
- M20 Student study: individual preparation of readings, essays, problem-solving, seminars, assignments, reports, etc., for discussion or submission in electronic format.



IN-CLASS LEARNING

IN-CLASS LEARNING ACTIVITIES

	LEARNING OUTCOMES	HOURS	ECTS
On-campus Class M1	R1, R2, R3	22,50	0,90
Practical Class M3	R1, R2, R3	15,00	0,60
Seminar M4	R1, R2, R3	4,50	0,18
Group Project Presentation M3	R1, R2, R3	6,00	0,24
Tutoring M4	R1, R2, R3	6,00	0,24
Evaluation M7	R1, R2, R3	6,00	0,24
TOTAL		60,00	2,40

LEARNING ACTIVITIES OF AUTONOMOUS WORK

	LEARNING OUTCOMES	HOURS	ECTS
Group Work M3	R1, R2, R3	30,00	1,20
Individual Work M10	R1, R2, R3	60,00	2,40
TOTAL		90,00	3,60



ON-LINE LEARNING

SYNCHRONOUS LEARNING ACTIVITIES

	LEARNING OUTCOMES	HOURS	ECTS
Synchronous Virtual Session M11	R1, R2, R3	4,00	0,16
Synchronous Virtual Practical Session M12	R1, R2, R3	4,00	0,16
Synchronous Virtual Seminar and Videoconference M13	R1, R2, R3	4,00	0,16
In-person Assessment M17	R1, R2, R3	3,00	0,12
Group Work M14	R1, R2, R3	10,00	0,40
Individual Work M20	R1, R2, R3	60,00	2,40
TOTAL		85,00	3,40

ASYNCHRONOUS LEARNING ACTIVITIES

	LEARNING OUTCOMES	HOURS	ECTS
Individual Tutoring M17	R1, R2, R3	50,00	2,00
Discussion Forums M15	R1, R2, R3	5,00	0,20
Continuous Assessment Activities M16	R1, R2, R3	10,00	0,40
TOTAL		65,00	2,60



Description of the contents

Description of the necessary contents to acquire the learning outcomes.

Theoretical contents:

Content block	Contents
1 block	The labour law
2 block	Sources of labour law and collective negotiation
3 block	The contract of labour market
4 block	Determination of work performance
5 block	Modification on the labour contracts
6 block	termination of employment contract
7 block	Spanish Security Social Sistem



Temporary organization of learning:

Block of content	Number of sessions	Hours
1 block	5,00	10,00
2 block	2,00	4,00
3 block	3,00	6,00
4 block	5,00	10,00
5 block	5,00	10,00
6 block	5,00	10,00
7 block	5,00	10,00

References

Bibliografía Básica. ·GARCÍA PERROTE ESCARTÍN, I.: Manual de Derecho del Trabajo, Tirant loBlanch, Valencia, 2025. ·Bibliografía Complementaria. ·MERCADER UGUINA, R.J. Lecciones de Derecho del Trabajo, Tirant lo Blanch, Valencia, última edición. ·MONTROYA MELGAR, A. Derecho del Trabajo. Tecnos. Madrid, última edición. ·GOERLICH PESET, J. Derecho del Trabajo. Tirant loBlanch. Valencia, 2022. ·BORRAJO DACRUZ, E. Introducción al Derecho Español del Trabajo. Tecnos. Madrid, 2020.