



Universidad  
Zaragoza



Facultad de  
Ciencias Sociales  
y del Trabajo  
Universidad  
de Zaragoza

# LABOR RELATIONS AND HUMAN RESOURCES

Coordinator: Olga Urbina Pérez

Duration: 4 years full time. 240 ECTS

<https://estudios.unizar.es/estudio/ver?id=138>

## **PROGRAM AIMS**

The **Degree in Labor Relations and Human Resources** at the University of Zaragoza aims to provide the future professionals a solid multidisciplinary training. The goal is to achieve that the student dominates, on the one hand, the Normative Framework of Labor Relations and Social Security and, on the other hand, the Organization of Labor, Management and Human Resources Management, without forgetting the general knowledge about economic and sociological reality.

**The program** is divided in modules that will provide the student knowledge about the world of the labor relations and human resources and about important sciences such as Economy, Law, and Sociology...

This Degree is mostly oriented to the **practical** side of the studies, which opens possible formative ways directed to the Labor law Services, the Human Resources or the Techniques of Employment.

The Faculty has agreements with some companies, professional offices, public institutions and other organizations, so all the students can practice there, as it's a compulsory activity of their studies.

## **STRUCTURE**

The program is divided in **11 modules**:

1. Normative Framework for Labor Relations and Social Security (42 ECTS)
2. Organization of Work, Direction and Management of Human Resources (36 ECTS)
3. Sociology of Work and Techniques of Social Research (18 ECTS)
4. Work Psychology and Negotiation Techniques (12 ECTS)
5. Economics and Labor Market (12 ECTS)
6. Social History and Labor Relations (6 ECTS)
7. Theory and Systems of Labor Relations (12 ECTS)
8. Sociolaborales Policies (12 ECTS)
9. Occupational Health and Safety of Occupational Hazards (12 ECTS)
10. Basic Legal Elements (18 ECTS)
11. Accounting (6 ECTS)

TYPE OF SUBJECT	ECTS
Basic Formation	60
Mandatory	128
Optional	33
External Practices (if included)	12
Undergraduate Dissertation	7
<b>Total</b>	<b>240</b>

**During the four years, students must enroll in the following subjects:**

## 1<sup>st</sup> YEAR

SUBJECT	ECTS	SEMESTER
<b>28500</b> Psychology of work and organizations	6	S1
<b>28501</b> Organization of companies	6	S1
<b>28502</b> Sociology of work	6	S1
<b>28503</b> Social history and industrial relations	6	S1
<b>28504</b> Elements of administrative law	6	S2
<b>28505</b> Elements of civil law	6	S1
<b>28506</b> Economy	6	S2
<b>28507</b> Strategic direction	6	S2
<b>28508</b> Social Research Methods and Techniques	6	S2
<b>28509</b> Labor law	6	S2
<b>28592</b> Strategic direction / Adaptation course	6	S1

S1: Semester 1. Mid-September to mid-January

S2: Semester 2. Beginning-February to end-May

YL: Year-long. Mid-September to end-May

## 2<sup>nd</sup> YEAR

SUBJECT	ECTS	SEMESTER
<b>28510</b> Labor law II	9	YL
<b>28511</b> Statistics	6	S1
<b>28512</b> Labor economics	6	S1
<b>28513</b> Elements of company law	6	S1
<b>28514</b> Accounting	6	S1
<b>28515</b> Social Security I	6	S2
<b>28516</b> Work methods	6	S2
<b>28549</b> Theory and systems of industrial relations I	6	S2
<b>28593</b> Labor economics / Adaptation course	6	S1
<b>28594</b> Theory of labor relations / Adaptation course	3	S2

## 3<sup>rd</sup> YEAR

SUBJECT	ECTS	SEMESTER
<b>28518</b> Social Security II	9	YL
<b>28519</b> Collective labor law	6	S1
<b>28520</b> Management and human resources management	6	S1
<b>28521</b> Conflict Management and Negotiation Skills	6	S1
<b>28523</b> Human resources management: recruitment, selection and development	6	S2
<b>28525</b> Occupational health and regulatory framework for risk prevention	6	S2
<b>28550</b> Theory and Systems of Industrial Relations II	6	S2
<b>28551</b> Socio-labor policies I	6	S1
<b>28552</b> Socio-labor policies II	6	S2
<b>28595</b> Conflict management and negotiation techniques / Adaptation course	6	S1
<b>28596</b> Socio-labor policies / Adaptation course	12	YL
<b>28597</b> Industrial relations systems / Adaptive course	6	S2

## 4<sup>th</sup> YEAR

SUBJECT	ECTS	SEMESTER
24900 Modern language English B1	2	
24901 Modern language French B1	2	
24902 Modern language German B1	2	
24903 Modern language Italian B1	2	
28526 Labor Procedural Law	6	S1
28527 Social work audit	6	S1
28528 Management of occupational risk prevention	6	S1
28529 External practices	12	YL
28530 Undergraduate Dissertation	7	YL
28598 Socio-labor audit / Adaptation course	6	S2
28599 Undergraduate Dissertation / Adaptation course	7	S2

## List of optional subjects

SUBJECT	ECTS	SEMESTER
28531 Technologies applied to information management	6	S2
28532 Specific English for industrial relations and human resources	6	S2
28533 Specific French for industrial relations and human resources	6	S2
28534 Financial and tax law	6	S1
28535 Practice of administrative and labor proceedings	6	S2
28536 Accounting analysis	3	S2
28537 Labor recruitment practice	3	S2
28538 Creation of companies	3	S2
28539 Management of corporate social responsibility in the company	6	S2
28540 Training and development	6	S2
28541 Social studies of the organization	3	S2
28542 Supplementary social protection	3	S2
28543 Remuneration Management	3	S2
28544 Economic structure of Spain	6	S2
28545 Public employment: the staff serving the public administrations	6	S1
28546 Legal regime of social economy organizations	3	S2
28547 Employment relations and social inequality	3	S2
28548 Employment law	3	S2