



Teaching Guide

| Identifying Data | | | | 2017/18 | |
|---------------------|--|--------|----------------|---------|--|
| Subject (*) | Industrial Sociology | Code | 660G01017 | | |
| Study programme | Grao en Relacións Laborais e Recursos Humanos (Coruña) | | | | |
| Descriptors | | | | | |
| Cycle | Period | Year | Type | Credits | |
| Graduate | 1st four-month period | Second | FB | 6 | |
| Language | Spanish | | | | |
| Teaching method | Face-to-face | | | | |
| Prerequisites | | | | | |
| Department | | | | | |
| Coordinador | Romaní de Gabriel, María | E-mail | mromani@udc.es | | |
| Lecturers | Romaní de Gabriel, María | E-mail | mromani@udc.es | | |
| Web | | | | | |
| General description | Knowledge of the sociological perspective on the world of work | | | | |

Study programme competences / results

| Code | Study programme competences / results |
|------|--|
| A5 | Políticas sociolaborais. |
| A11 | Teoría e sistemas de relacións laborais. |
| A18 | Interpretar datos e indicadores socioeconómicos. |
| A27 | Asesoramento a organizacións sindicais e empresariais, e aos seus afiliados. |
| A31 | Aplicar os coñecementos á práctica. |
| A32 | Comprender a relación entre procesos sociais e a dinámica das relacións laborais. |
| A33 | Comprender o carácter dinámico e cambiante das relacións laborais no ámbito nacional e internacional. |
| A34 | Interrelacionar as distintas disciplinas que configuran as relacións laborais. |
| A35 | Análise crítico das decisións emanadas dos axentes que participan nas relacións laborais. |
| B1 | Resolución de problemas. |
| B2 | Capacidade de análise e síntese. |
| B3 | Capacidade de organización e planificación. |
| B5 | Toma de decisións. |
| B6 | Comportarse con ética e responsabilidade social como cidadán e como profesional. |
| B8 | Razoamento crítico. |
| B9 | Traballo en equipos. |
| B13 | Adaptación a novas situacións. |
| B14 | Aprendizaxe autónomo. |
| C1 | Expresarse correctamente, tanto de forma oral coma escrita, nas linguas oficiais da comunidade autónoma. |
| C4 | Desenvolverse para o exercicio dunha cidadanía aberta, culta, crítica, comprometida, democrática e solidaria, capaz de analizar a realidade, diagnosticar problemas, formular e implantar solucións baseadas no coñecemento e orientadas ao ben común. |

Learning outcomes

| Learning outcomes | Study programme competences / results | | |
|---|---------------------------------------|----|--|
| Interpretar datos e indicadores socioeconómicos. | A18 | | |
| Aplicar os coñecementos á práctica. | A31 | | |
| Análise crítico das decisións emanadas dos axentes que participan nas relacións laborais. | A35 | | |
| Resolución de problemas. | | B1 | |
| Capacidade de análise e síntese. | | B2 | |
| Capacidade de organización e planificación. | | B3 | |



| | | | |
|--|-----|-----|----|
| Aprendizaxe autónomo. | | B14 | |
| Expresarse correctamente, tanto de forma oral coma escrita, nas linguas oficiais da comunidade autónoma. | | | C1 |
| Políticas sociolaborais. | A5 | | |
| Teoría e sistemas de relacións laborais. | A11 | | |
| Asesoramento a organizacións sindicais e empresariais, e aos seus afiliados. | A27 | | |
| Comprender a relación entre procesos sociais e a dinámica das relacións laborais. | A32 | | |
| Comprender o carácter dinámico e cambiante das relacións laborais no ámbito nacional e internacional. | A33 | | |
| Interrelacionar as distintas disciplinas que configuran as relacións laborais. | A34 | | |
| Toma de decisións. | | B5 | |
| Comportarse con ética e responsabilidade social como cidadán e como profesional. | | B6 | |
| Razoamento crítico. | | B8 | |
| Adaptación a novas situacións. | | B13 | |
| Desenvolverse para o exercicio dunha cidadanía aberta, culta, crítica, comprometida, democrática e solidaria, capaz de analizar a realidade, diagnosticar problemas, formular e implantar solucións baseadas no coñecemento e orientadas ao ben común. | | | C4 |
| | | B9 | |

| Contents | |
|--|--|
| Topic | Sub-topic |
| UNIT 1. THE BASIS OF SOCIOLOGY. | <ul style="list-style-type: none"> Definition of sociology. The sociological perspective. The origins of sociology. Factors that made possible the emergence of sociology wing. Sociological theory: concept. Paradigms of sociology. Definition of sociology. The sociological perspective. The origins of sociology. Factors that made possible the emergence of sociology wing. Sociological theory: concept. Paradigms of sociology. |
| UNIT 2. SOCIOLOGY OF WORK. THE SOCIAL DIVISION OF LABOR AND WORKING CONDITIONS | <ul style="list-style-type: none"> Definition. Historical introduction. General characteristics of work. The factory as a new workspace. Social division of labor. The division of labor by gender. Sociology of work today. Working conditions. |
| UNIT 3. LABOUR ORGANISATION, PARADIGMS. | <ul style="list-style-type: none"> The artisan production. Mass production. Flexible specialization. Lean production. The socio-technical approach and reflective production system. Conclusions. |
| UNIT 4: CURRENT WORK IN COMPANIES | <ul style="list-style-type: none"> The production model Taylorist-Fordist and bankruptcy. Major changes in the stage of production. Recent changes in the labor market. Return to a society of full employment: policies and strategies. The impossible return to full employment: new proposals. |



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| UNIT 5. THE ROLE OF LABOR AND MANAGEMENT ORGANITATIONS. | Trade unions and employers organizations. The Spanish case. |
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| Planning | | | | |
|--------------------------------|---|--------------------------------------|-------------------------------|-------------|
| Methodologies / tests | Competencies / Results | Teaching hours (in-person & virtual) | Student?s personal work hours | Total hours |
| Guest lecture / keynote speech | A5 A11 A27 A31 A32 A33 A34 A35 B3 B5 B6 B13 C1 C4 | 28 | 0 | 28 |
| Workbook | A18 B1 B2 B3 B8 B9 B14 C1 | 28 | 28 | 56 |
| Objective test | B1 B2 C1 | 2 | 60 | 62 |
| Personalized attention | | 4 | 0 | 4 |

(*The information in the planning table is for guidance only and does not take into account the heterogeneity of the students.

| Methodologies | |
|--------------------------------|---|
| Methodologies | Description |
| Guest lecture / keynote speech | Oral presentation by the teacher, complemented by use of audiovisual media and the introduction of some questions to the students, in order to impart knowledge and objective learning. |
| Workbook | Critical readings, comments and practical exercises that students must perform, as directed by the teacher in class. |
| Objective test | Oral or written exam with questions, practical exercises or text comentary. |

| Personalized attention | |
|------------------------|---|
| Methodologies | Description |
| Workbook | It will be for readings, guiding each student on the work he has to do, how to do and information sources used. Tutorial hours for any queries on the matter be established. |

| Assessment | | | |
|----------------|------------------------------|--|---------------|
| Methodologies | Competencies / Results | Description | Qualification |
| Objective test | B1 B2 C1 | Written or spoken test that includes questions, practical exercises or essays. | 60 |
| Workbook | A18 B1 B2 B3 B8 B9 B14 C1 | Critical readings, reflections, discussions, presentations and practical exercises that students must do IN THE CLASSROOM and they have to upload them to moodle, following directions given by the teacher. If a student has not attended the lecture during which the practical exercise has taken place, he will NOT be able to deliver the practical exercise unless he is able to justify his absence appropriately. Since the teacher will not be able to assess either the time spent doing the exercise or the resources, the student will be graded at a lower standard should he not attend the lecture. If the student chooses to deliver the exercise without attending the lecture, he must deliver it within 24 hours of the exercise date. Please take into account that some practical exercises can only be done in a classroom environment (discussions, focus groups, presentations, etc.) | 40 |

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| Assessment comments |
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The student MUST CHOOSE ONE OF THE FOLLOWING ASSESSMENTS AND LET THE TEACHER KNOW BY EMAIL: mromani@udc.es within the first 15 days of the course. The student should bear in mind that he will not be able to choose

a different assessment unless he has given a valid reason and the teacher authorizes him to do so. If the student does not inform the teacher of the chosen assessment in due time, his performance will be assessed according to the criteria established, that is, the student will only be able to take the objective test on 100% of the subject.

ASSESSMENT ONE:

-Complete at least 25% of the "READINGS" (40%) and take the "OBJECTIVE TEST" (60%)

In this case, the marks resulting from the two methodologies will be added up, IN THE JANUARY ASSESSMENT AND IN THE JULY ASSESSMENT.

If the totals of the two methodologies do not equal to a pass in the January assessment, the results obtained in the "READINGS" will be considered, and added up to the results obtained in the "OBJECTIVE TEST" in the July assessment.

Should the student choose this assessment, HE WILL NOT be able to take the "OBJECTIVE TEST" on 100% neither in January nor in July.

ASSESSMENT TWO:

-Take only the "OBJECTIVE TEST" (100%) in January and in July.

PLEASE NOTE: if due to exceptional circumstances the student cannot choose from any of the two assessments, HE SHOULD CONTACT THE TEACHER WITHIN THE FIRST 15 DAYS OF THE COURSE to discuss an alternative

Sources of information

| | |
|----------------------|---|
| Basic | <ul style="list-style-type: none"> - FINKEL, L. (1994). La organización social del trabajo.. Ed. Pirámide. Madrid. - HOLM-DETLEV K:OHLER Y A. MARTÍN ARTILES (2006). Manual de la sociología del trabajo y de las relaciones laborales. Ed. Delta, Madrid - J.J. MACIONIS Y KEN PLUMMER (1999). Sociología. Ed. Prentice Hall. Madrid - J. ANTONIO SANTOS ORTEGA (1995). Sociología del trabajo. Ed. Tirant lo Blanch. Valencia - LÓPEZ PINTOR, R (1995). Sociología Industrial. Ed. Alianza. Madrid - WATSON, T (1995). Trabajo y sociedad. Manual introductorio a la sociología del trabajo, industrial y de la empresa. Ed. Hacer. Barcelona - SANTOS ORTEGA, A. Y POVEDA ROSA, M (2002). Trabajo, empleo y cambio social. Ed. Tirant lo Blanch. Valencia |
| Complementary | |

Recommendations

Subjects that it is recommended to have taken before

Subjects that are recommended to be taken simultaneously

Subjects that continue the syllabus

Other comments



(*)The teaching guide is the document in which the URV publishes the information about all its courses. It is a public document and cannot be modified. Only in exceptional cases can it be revised by the competent agent or duly revised so that it is in line with current legislation.