



Teaching Guide				
Identifying Data				2018/19
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	Basic training	6
Language	Spanish			
Teaching method	Face-to-face			
Prerequisites				
Department				
Coordinador	Romani de Gabriel, María	E-mail	maria.romani@udc.es	
Lecturers	Romani de Gabriel, María	E-mail	maria.romani@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	
	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"> <li>Definition of sociology.</li> <li>The sociological perspective.</li> <li>The origins of sociology.</li> <li>Factors that made possible the emergence of sociology wing.</li> <li>Sociological theory: concept.</li> <li>Paradigms of sociology.</li> <li>Definition of sociology.</li> <li>The sociological perspective.</li> <li>The origins of sociology.</li> <li>Factors that made possible the emergence of sociology wing.</li> <li>Sociological theory: concept.</li> <li>Paradigms of sociology.</li> </ul>
UNIT 2. SOCIOLOGY OF WORK. THE SOCIAL DIVISION OF LABOR AND WORKING CONDITIONS	<ul style="list-style-type: none"> <li>Definition.</li> <li>Historical introduction.</li> <li>General characteristics of work.</li> <li>The factory as a new workspace.</li> <li>Social division of labor.</li> <li>The division of labor by gender.</li> <li>Sociology of work today.</li> <li>Working conditions.</li> </ul>
UNIT 3. LABOUR ORGANISATION, PARADIGMS.	<ul style="list-style-type: none"> <li>The artisan production.</li> <li>Mass production.</li> <li>Flexible specialization.</li> <li>Lean production.</li> <li>The socio-technical approach and reflective production system.</li> <li>Conclusions.</li> </ul>
UNIT 4: CURRENT WORK IN COMPANIES	<ul style="list-style-type: none"> <li>The production model Taylorist-Fordist and bankruptcy.</li> <li>Major changes in the stage of production.</li> <li>Recent changes in the labor market.</li> <li>Return to a society of full employment: policies and strategies.</li> <li>The impossible return to full employment: new proposals.</li> </ul>



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.	50
Workbook	A18 B1 B2 B3 B8 B9 B14 C1	Critical readings, reflections, discussions, presentations, positive and active participation 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 (mail: maria.romani@udc.es). 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, teacher questions, etc.)	50

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" (50%) and take the "OBJECTIVE TEST" (50%)

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. mail: maria.romani@udc.es

The final qualification obtained in case of not to present To THE OBJECTIVE TEST, will be the corresponding to READINGS so much in the opportunity of January and of July

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**

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

**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.