



Teaching Guide

Identifying Data					2022/23
Subject (*)	Introduction to Fashion Business Management		Code	710G03004	
Study programme	Grao en Xestión Industrial da Moda				
Descriptors					
Cycle	Period	Year	Type	Credits	
Graduate	Yearly	First	Obligatory	9	
Language	English				
Teaching method	Face-to-face				
Prerequisites					
Department	Empresa				
Coordinador	Monje Amor, Ariadna	E-mail	ariadna.monje@udc.es		
Lecturers	Monje Amor, Ariadna	E-mail	ariadna.monje@udc.es		
Web					
General description	<p>This course presents a general description of the functions of companies and, namely, of fashion companies. In so doing, this course begins by presenting the objectives and functions of companies, as well as the environment in which fashion companies develop their activities. Subsequently, this course focuses on the different subsystems (management, operations, commercial, and financial subsystem) that are part of companies.</p> <p>This course has an introductory character and, consequently, different courses during incoming academic years will deep on the issues that will be addressed throughout this course.</p>				

Study programme competences / results

Code	Study programme competences / results
A1	To acquire basic knowledge of the management of a textile/fashion firm at a strategic, operational and functional level
A2	To know the aspects of the environment that shape the evolution of the fashion industry and its firms, with particular focus on the impact of economic and legal trends
A7	To know the reality and social conditions that influence fashion, with a perspective of its historical development
A8	To be able to design and implement efficient marketing strategies from knowledge of the social environment, with a focus on communication and distribution: messages, media, channels, customer relationships, etc?
B1	That students demonstrate that they acquired and understood knowledge in a study area that originates from general secondary education and that can be found at a level that, though usually supported by advanced textbooks, also includes aspects implying knowledge from the avantgarde of its field of study
B2	That students know how to apply their knowledge to their job or vocation in a professional form, and have the competencies that are usually demonstrated through elaboration and advocacy of arguments and problem resolution within their field of study
B3	That students have the capacity to collect and interpret relevant data (normally within their field of study) in order to issue judgements that include a reflection upon relevant topics in the social, scientific or ethical realm
B4	That students may convey information, ideas, problems and solution to the public, both specialized and not
B5	That students develop those learning skills that are needed to undertake ulterior studies with a high degree of autonomy
B6	Capacity for cooperation, team-work and collaborative learning in interdisciplinary settings
B7	Capacity to analyse trends (critical thinking)
B8	Capacity to plan, organize and manage resources and operations
B9	Capacity to analyse, diagnose and take decisions
C1	Adequate oral and written expression in the official languages.
C2	Mastering oral and written expression in a foreign language.
C3	Using ICT in working contexts and lifelong learning.
C4	Acting as a respectful citizen according to democratic cultures and human rights and with a gender perspective.
C5	Understanding the importance of entrepreneurial culture and the useful means for enterprising people.
C7	Developing the ability to work in interdisciplinary or transdisciplinary teams in order to offer proposals that can contribute to a sustainable environmental, economic, political and social development.



C8	Valuing the importance of research, innovation and technological development for the socioeconomic and cultural progress of society.
C9	Ability to manage times and resources: developing plans, prioritizing activities, identifying critical points, establishing goals and accomplishing them.

Learning outcomes			
Learning outcomes	Study programme competences / results		
To know the basic concepts and principles of business management	A1	B1 B2 B3 B4 B5 B6 B7 B8 B9	C2 C3 C4 C5 C7 C9
To analyze the environment and the reality surrounding fashion companies	A2 A7 A8	B1 B2 B3 B4 B5 B6 B7 B8 B9	C1 C4 C5 C7 C8 C9
To identify the operating principles of the different functional subsystems of fashion companies	A1 A8	B1 B2 B3 B4 B5 B6 B7 B8 B9	C4 C5 C7 C8 C9
To carry out, in work teams, a preliminary analysis of the business management of a fashion company	A1 A2	B1 B2 B3 B4 B6 B7 B8	C2 C3 C9

Contents	
Topic	Sub-topic



The company	<p>Concept and nature. The company as a system</p> <p>Business functions and objectives</p> <p>The company and the business people</p> <p>Types of companies</p> <p>Introduction to business management approaches</p> <p>Business environment</p> <p>Introduction to ethics and business culture. Corporate Social Responsibility</p>
Management subsystem	<p>Introduction to management functions</p> <p>The planning function. Strategic planning</p> <p>The organizational function</p> <p>The leading function</p> <p>The control function</p> <p>Introduction to management of human resources</p>
Operations subsystem	<p>Definition and main concepts</p> <p>Objectives and types of decisions</p> <p>Types of productive processes</p> <p>The costs and the calculation of the break-even point</p>
Commercial subsystem	<p>Definition and main concepts</p> <p>Segmentation, target markets and positioning</p> <p>The purchase process in fashion</p> <p>Marketing-mix: product, price, promotion and distribution</p>
Financial subsystem	<p>Definition and main concepts</p> <p>The financial function</p> <p>The economic-financial structure</p> <p>Introduction to the result</p> <p>Ratios</p> <p>Funding sources</p>

Planning				
Methodologies / tests	Competencies / Results	Teaching hours (in-person & virtual)	Student?s personal work hours	Total hours
Mixed objective/subjective test	A1 A2 A7 A8 B1 B2 B3 B4 B7 B9 C5 C9	2	35	37
Supervised projects	A1 A2 A8 B1 B2 B3 B4 B5 B6 B7 B8 B9 C2 C3 C7 C8 C9	3	26	29
Case study	A1 A2 A7 A8 B1 B2 B3 B4 B6 B7 B8 B9 C2 C4 C5 C7 C8	5	15	20
ICT practicals	B1 B2 B7 B8 B9 C3 C9	5	10	15
Seminar	A1 A2 A7 A8 B2 B4 B6 B7 B8 B9 C1 C3 C9	3	3	6
Field trip	A1 A2 A7 A8 B2 B3 B4 C4 C5 C8	2.5	2	4.5
Problem solving	A1 A7 A8 B3 B5 B7 B8 B9 C8 C9	4	10	14
Guest lecture / keynote speech	A1 A2 A7 B8 B9 C5	31.5	31	62.5
Online forum	B5 C2 C3 C4 C9	0	5	5



Oral presentation	B1 B2 B4 B6 B8 C2 C9	3	5	8
Directed discussion	B3 B4 B7 B8 C2 C4 C9	4	6	10
Workbook	A1 A2 A7 B5 B9 C3 C5	0	11	11
Personalized attention		3	0	3

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

Methodologies	
Methodologies	Description
Mixed objective/subjective test	Mid-term exam and final exam, which will combine different kind of questions (i.e., short or long-answers questions, practical exercises, objective test questions...).
Supervised projects	Group analysis of a fashion company that will be held throughout the academic year (especially during the second term) and presented in the classroom at the end of the course.
Case study	Resolution, individually or in group, of the proposed cases. These cases will be detailed along the course, according to the workplan.
ICT practicals	Resolution of practical cases, either individually or in groups, through computer programs (e.g., Excel).
Seminar	Seminars with experienced professionals, whenever possible.
Field trip	Visit to a fashion company during the second term, if sanitary conditions allow it.
Problem solving	Resolution of problems of a theoretical and practical nature.
Guest lecture / keynote speech	<p>Presentation of the contents that are part of the theoretical framework of the subject through oral presentations, guided by the use of presentation files, audiovisual media and the introduction of questions addressed to students in order to favor learning and the construction of knowledge.</p> <p>Each of the subjects will be preceded by a contextualization, where the contents of each topic will be detailed, as well as their relation to other subjects of the Degree, given the introductory nature of this course.</p>
Online forum	<p>There will be two online forums; namely:</p> <ul style="list-style-type: none"> - Online discussion forum: a channel that students can use to propose debates or contribute to them. - Online learning forum: a channel that students can use as a space for exchanging and reflecting about their learning and for proposing new activities.
Oral presentation	Oral presentation, individually or in groups, of the activities done in the classroom or the case studies that must be submitted.
Directed discussion	Through this dynamic different topics will be addressed, aimed at making the students think about different issues of the course and adopt a critical position.
Workbook	Readings on different topics aimed at addressing or deepening on the issues studied in the classroom.

Personalized attention	
Methodologies	Description



<p>Supervised projects Case study Online forum</p>	<p>The personalized attention described will be developed mainly around the supervised project, and it is conceived as personal work time with the instructors of the course for the attention and follow-up of the project carried out by each of the working groups. The attendance of the students to these meetings is recommended. The specific form and times in which they will take place will be communicated throughout the course according to the work plan of the course, considering that the first meeting with the working groups will probably take place at the beginning of the second term. However, during the course the students can use the tutorial time to clarify doubts and questions about the course.</p> <p>The students with recognition of part-time dedication, according to the "Norm that regulates the regime of dedication to the study of the students of Degree in the UDC" (Arts. 3.b and 4.5) will carry out their activities with the attendance and participation in the dynamics that are included in the sections of "Planning" and "Personalized attention", through the work groups that will be assigned. The activity will be carried out according to the observations of assessment on the flexibility of attendance-participation and the requirements to pass the course.</p>
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Assessment			
Methodologies	Competencies / Results	Description	Qualification
Guest lecture / keynote speech	A1 A2 A7 B8 B9 C5	Attendance and active participation in the guest lectures and in the activities carried out in the interactive sessions will be considered (e.g. participation in debates or directed discussions in the classroom, resolution of activities, answer to questions formulated...). Short questionnaires might also be carried out, without prior notice, on the contents seen at the end of any of some of the guest lectures.	10
Supervised projects	A1 A2 A8 B1 B2 B3 B4 B5 B6 B7 B8 B9 C2 C3 C7 C8 C9	<p>Assessment of the written report and the oral presentation of the proposed group work. This assessment will be carried out as it is detailed below:</p> <ul style="list-style-type: none"> - Domain of specific content: use of specific terminology, accuracy and suitability of content [30%] - Written expression and formal presentation: spelling and grammar correction, coherence, cohesion, expository clarity, structure of information, ability to analyze and synthesise information [20%] - Information management: sufficiency and relevance of bibliographical sources consulted, consultation of additional sources [15%] - Creativity in the form and content [5%] - Oral presentation: clarity, precision, organization of ideas, capacity for analysis and synthesis of information, ability to respond to potential questions [20%] - Cooperative work: score that each member of a work group awards to the other members of the same group [10%] 	20
Mixed objective/subjective test	A1 A2 A7 A8 B1 B2 B3 B4 B7 B9 C5 C9	<p>The mid-term and final exams will have a weight of 20 and 25%, respectively, in the final grade of this course.</p> <p>The partial exam is not compulsory, so the students who decide not to attend it will have to attend the final exam, that will have a weight of 45% in the final grade of the course. Same criteria is valid for those students who fail the partial exam.</p>	45



Case study	A1 A2 A7 A8 B1 B2 B3 B4 B6 B7 B8 B9 C2 C4 C5 C7 C8	Assessment of the cases proposed and carried out individually or in groups. In some of the cases proposed (to be specified during the course according to the proposed workplan) the assessment will be done in pairs. In the case studies, it will be assessed the coherence and adequacy of the answers to the questions proposed, the formal presentation and the written expression, the consultation of bibliographical sources...	20
Online forum	B5 C2 C3 C4 C9	Active participation in the forums: (a) in the discussion forum, it will be assessed the proposal of topics for the debate and the participation in the debates, the sharing of initiatives; (b) in the learning forum, it will be assessed the answers given to the students' doubts and questions.	5

Assessment comments

Assessment criteria

Second opportunity

In order to pass this course, both in the first and the second opportunity, it will be necessary to obtain a minimum score of 4 points out of 10 in the mixed objective/subjective test and the supervised project. If this requirement is not met, the final qualification will be "Fail", even when the average of all the activities that are part of the assessment will give a grade equal to or greater than 5 points out of 10.

If a student who has released or passed a part of the course (e.g., mid-term exam) does not manage to pass the course as a whole on the official dates of the exams of the first and second opportunity, his/her final grade will be "Fail". In the following academic year, these students might keep the grade of those tests that they have passed (as long as the grade obtained was equal to or greater than 5 points out of 10), if they wish, and as long as they inform the instructors of the course of their decision in the first two weeks of classes. This condition will only apply in the following academic year; from there onwards, the grades will not be kept.

Early December call

If there are students who want to take the early December call (Art. 19 "Standards for evaluation, review and claim of qualifications for undergraduate and master's degree studies"), given that this course is annual, those students will only have to take the mixed objective/subjective test (70% of the grade) and the supervised project (30% of the grade). The supervised project must be done individually.

In order to pass the course, a final grade equal to or greater than 5 points out of 10 must be obtained, as long as the students have obtained a score equal to or greater than 4 points out of 10 in each of the methodologies subjected to assessment.

No grade

The students who do not attend the final exam that will take place on the date established in the faculty's official exam calendar will be graded as "No presentado" (i.e., no grade). This criterion will apply both in the first and in the second assessment opportunity, as well as in the early December call.

Students with recognition of part-time dedication and academic exemption waiver

The students with recognition of part-time dedication and academic exemption waiver must inform the instructors of the course at the beginning of the academic year, in order to establish a plan and calendar of activities. The assessment system will be the following one: mixed objective/subjective test (60%), supervised projects (20%), and case study (20%). The supervised project must be done in group.

Additional information

Fraudulent behavior in any of the methodologies subject to assessment will result in the grade of "Fail (0)" in the final assessment.

It is forbidden to access the examination room with any device allowing for data transmission and/or warehousing (e.g., mobile phones, smart watches...) when any of the assessment test is taking place.

Sources of information



Basic	<ul style="list-style-type: none"> - ROBBINS, S.P., DE CENZO, D.A., COULTER, M.A. (2017). Fundamentals of Management: Essential Concepts and Applications. Pearson - KOTLER, P.T., KELLER, K.L. (2016). Marketing Management. Pearson - SAVIOLO, S., TESTA, S. (2007). La gestión de las empresas de moda. Barcelona: Gustavo Gili - MAYNAR, P., BAÑEGIL, T., GALERA, C. (2008). La Economía de la Empresa en el Espacio de Educación Superior. Madrid: McGraw-Hill - LUECKE, R. (2012). Finance for Managers . Boston, Mass: Harvard Business Review Press [Disponible en EBSCO FULL TEXT Finder] - RUBIO DOMÍNGUEZ, P. (2012). Introducción a la gestión empresarial. B-EUMED. [Disponible en E-Libro] <p>O profesorado da materia poderá proporcionar bibliografía adicional en cada un dos temas.</p>
Complementary	<ul style="list-style-type: none"> - DILLON, S. (2018). The Fundamentals of Fashion Management. Bloomsbury Visual Arts - CASTILLO A.M. (Dir.), ABAD, I.M., AGUIRRE, J.M., GARCÍA, J., MORENO, F., RASTROLLO, M^a.A. (2003). Introducción a la Economía y Administración de Empresas. Pirámide - BREALEY, R.A., MYERS, S.C., ALLEN, F. (2018). Principles of corporate finance. McGraw-Hill - CHOW, S. (Ed) (2018). The Fashion Business Manual: an illustrated guide to building a fashion brand . Fashionary International Ltd - BURNS, L.D., MULLETT, K.K. (2016). The Business of Fashion. Designing, Manufacturing, and Marketing. Bloomsbury Publishing Inc. - https://www.modaes.com/ (). Modaes. - https://www.businessoffashion.com/ (). The Business of Fashion.

Recommendations

Subjects that it is recommended to have taken before

Subjects that are recommended to be taken simultaneously

Fashion Supply Chain Management I: Procurement/710G03005

Principles of Economics: Fashion Industry/710G03003

Subjects that continue the syllabus

Strategic Management of Fashion Companies/710G03030

Workshop 1: Fashion Business Plan/710G03032

Business Simulation Models and Techniques: Business Game/710G03026

Fashion Supply Chain Management II: Operations Management/710G03017

Human Resources and Managerial Skills in Fashion Firms/710G03020

Fashion Marketing and Market Research/710G03012

Information Systems and Technologies/710G03013

Accounting and Financial Management in Fashion Firms/710G03015

Other comments

This is an introductory course in which prior knowledge is not needed. It is recommended the review and follow-up of the course on the virtual campus, where the materials and contents addressed in the classroom will be uploaded and the activities to be carried out will be detailed. It is also recommended to read the economic press frequently and to bring the laptop or tablet to the interactive sessions. The documents of the course will be delivered through the virtual classroom, in digital format; in case this is not possible, it is recommended to use recycled paper, double-sided documents, and to avoid the use of plastic materials. According to the different regulations applicable to university teaching, the gender perspective must be incorporated into this course (non-sexist language will be used, bibliography of authors of both sexes will be used...). Efforts will be made to identify and modify sexist prejudices and attitudes, and the environment will be influenced in order to modify them and promote values of respect and equality. The full integration of students who, for physical, sensory, mental or socio-cultural reasons, experience difficulties in gaining suitable, equal and beneficial access to university life will be encouraged.



(*)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.