



## Teaching Guide

| Teaching Guide      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |        |                     |           |
|---------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|---------------------|-----------|
| Identifying Data    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |        |                     | 2020/21   |
| 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     | Hybrid                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |        |                     |           |
| Prerequisites       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |        |                     |           |
| Department          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |        |                     |           |
| Coordinador         | Romaní de Gabriel, María                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | E-mail | maria.romani@udc.es |           |
| Lecturers           | Romaní de Gabriel, María                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | E-mail | maria.romani@udc.es |           |
| Web                 | http://www.erlac.es/                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |        |                     |           |
| General description | Knowledge of the sociological perspective on the world of work                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |        |                     |           |
| Contingency plan    | <p>1. Modifications to the contents</p> <p>No changes will be made</p> <p>2. Methodologies</p> <p>*Teaching methodologies that are maintained</p> <p>No changes will be made</p> <p>*Teaching methodologies that are modified</p> <p>No changes will be made</p> <p>3. Mechanisms for personalized attention to students</p> <p>Email: daily. To make inquiries, request virtual tutorials and resolve doubts. The tutoring hours will preferably be used to resolve all those queries and carry out virtual meetings with the students.</p> <p>Moodle: daily. The different tools available such as tasks, forums and chat will be used, among others.</p> <p>Teams: a weekly group session will be held for the advancement of the theoretical and practical contents at the time assigned for the subject according to the School calendar. At the request of the students, connections will be made to clarify doubts, both practical and theoretical, preferably in the hours that, according to the calendar, tutorials are scheduled. This dynamic allows a standardized and adjusted monitoring of the students' learning needs to develop the contents of the subject.</p> <p>4. Modifications in the evaluation</p> <p>No changes will be made</p> <p>*Evaluation observations:</p> <p>No changes will be made</p> <p>5. Modifications to the bibliography or webgraphy</p> <p>No changes will be made</p> |        |                     |           |

## Study programme competences

| Code | Study programme competences                      |
|------|--------------------------------------------------|
| 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 |    |
| 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.                                                | <p>Definition of sociology.</p> <p>The sociological perspective.</p> <p>The origins of sociology.</p> <p>Factors that made possible the emergence of sociology wing.</p> <p>Sociological theory: concept.</p> <p>Paradigms of sociology.</p> <p>Definition of sociology.</p> <p>The sociological perspective.</p> <p>The origins of sociology.</p> <p>Factors that made possible the emergence of sociology wing.</p> <p>Sociological theory: concept.</p> <p>Paradigms of sociology.</p> |
| UNIT 2. SOCIOLOGY OF WORK. THE SOCIAL DIVISION OF LABOR AND WORKING CONDITIONS | <p>Definition.</p> <p>Historical introduction.</p> <p>General characteristics of work.</p> <p>The factory as a new workspace.</p> <p>Social division of labor.</p> <p>The division of labor by gender.</p> <p>Sociology of work today.</p> <p>Working conditions.</p>                                                                                                                                                                                                                     |
| UNIT 3. LABOUR ORGANISATION, PARADIGMS.                                        | <p>The artisan production.</p> <p>Mass production.</p> <p>Flexible specialization.</p> <p>Lean production.</p> <p>The socio-technical approach and reflective production system.</p> <p>Conclusions.</p>                                                                                                                                                                                                                                                                                  |
| UNIT 4: CURRENT WORK IN COMPANIES. THE ROLE OF PUBLIC INSTITUTIONS.            | <p>The production model Taylorist-Fordist and bankruptcy.</p> <p>Major changes in the stage of production.</p> <p>Recent changes in the labor market. The role of public institutions.</p> <p>Return to a society of full employment: policies and strategies.</p> <p>The impossible return to full employment: new proposals.</p>                                                                                                                                                        |
| UNIT 5. THE ROLE OF LABOR AND MANAGEMENT ORGANITATIONS.                        | <p>Trade unions and employers organizations.</p> <p>The Spanish case.</p>                                                                                                                                                                                                                                                                                                                                                                                                                 |

| Planning                                                                                                                        |                                                         |                      |                               |             |
|---------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|----------------------|-------------------------------|-------------|
| Methodologies / tests                                                                                                           | Competencies                                            | Ordinary class hours | Student?s personal work hours | Total hours |
| Guest lecture / keynote speech                                                                                                  | A5 A11 A27 A31 A32<br>A33 A34 A35 B3 B5<br>B6 B13 C4 C1 | 14                   | 14                            | 28          |
| Workshop                                                                                                                        | A18 B1 B2 B3 B8 B9<br>B14 C1                            | 14                   | 42                            | 56          |
| Objective test                                                                                                                  | B1 B2 C1                                                | 4                    | 58                            | 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. |



|                |                                                                                                                                                                                                                     |
|----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Workshop       | Critical readings, comments, discussions, exhibitions and practical exercises that students must do in the time programmed by the teacher and upload in the space provided in moodle, following their instructions. |
| Objective test | Throughout the sessions, periodic knowledge checks will be carried out with short and / or multiple choice questions.                                                                                               |

| Personalized attention |                                                                                                                                                                                                                            |
|------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Methodologies          | Description                                                                                                                                                                                                                |
| Workshop               | It will be for readings, guiding each student on the work he has to do, how to do and information sources used.<br>The student will request via email the time to do the tutoring, which will be done using the Teams tool |

| Assessment                     |                                                         |                                                                                                                                                                                                                                                                |               |
|--------------------------------|---------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|
| Methodologies                  | Competencies                                            | Description                                                                                                                                                                                                                                                    | Qualification |
| Objective test                 | B1 B2 C1                                                | Written or spoken test that includes questions, practical exercises or essays.                                                                                                                                                                                 | 40            |
| Workshop                       | A18 B1 B2 B3 B8 B9<br>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.                | 50            |
| Guest lecture / keynote speech | A5 A11 A27 A31 A32<br>A33 A34 A35 B3 B5<br>B6 B13 C4 C1 | 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 aprendizaje. Valoración facilitate the participation of students to the sessions | 10            |

| Assessment comments |
|---------------------|
|                     |

| Sources of information |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Basic                  | <ul style="list-style-type: none"> <li>- J.J. MACIONIS Y KEN PLUMMER (1999). Sociología. Ed. Prentice Hall. Madrid</li> <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. 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> <p>o primeiro libro da listaxe atópase dispoñible na BIBLIOTECA VIRTUAL DO CENTRO á que podes acceder coas túas claves no seguinte enlace:: <a href="http://www.erlac.es/es/estudiantes-acceso/">http://www.erlac.es/es/estudiantes-acceso/</a></p> |
| 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.