

## 28502 - work Sociology

### Syllabus Information

**Academic year:** 2023/24

**Subject:** 28502 - work Sociology

**Faculty / School:** 108 - Facultad de Ciencias Sociales y del Trabajo

**Degree:** 428 - Degree in Labour Relations and Human Resources

**ECTS:** 6.0

**Year:** 1

**Semester:** First semester

**Subject type:** Basic Education

**Module:**

### 1. General information

Within the framework of the curriculum of the Bachelor's Degree in Labor Relations and Human Resources, the subject responds to the following goals:

- {Acquire the necessary knowledge to understand the complexity and the dynamic and interrelational nature of work, taking into account in an integrated way its legal, organisational, psychological, sociological, historical and economic perspectives.}
- Training in the application of the theoretical and practical knowledge acquired, in its various fields of action: labour counselling, management and direction of personnel, work organisation and management and mediation in the labour market.

This approach is aligned with the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda (<https://www.un.org/sustainabledevelopment/es/>), such that the acquisition of the learning results provides training and competence to contribute to some extent to their achievement: Goals 1, 5, 8, 9 and 10.

### 2. Learning results

According to what is established in the Degree Verification Report, initial version of the degree project, the student must demonstrate that they are able to:

- Recognize the integral elements of the new forms of organization and division of labor.
- Understand the new forms of employment in the restructuring and flexibilization of production.
- Analyze the relationship between social processes and dynamics of labor relations.
- Know and interpret the factors that structure inequalities in the world of work.

The subject offers the possibility of knowing and understanding the processes that structure the world of work and labor relations in order to be able to think critically about the present and question the social reality.

### 3. Syllabus

Block I. Sociology and work

Block II. Labor centrality and crisis

Block III. Division of labor

- Technical division and social division of labor
- Sexual division of labor
- International division of labor

Block IV. Transformations in the production system

- From Fordism to post-Fordism
- New dynamics of industrial production: reorganization of production and flexibility
- Transformations in labor relations
- The future of work
  
- Employment deregulation
- De-standardization of work
- Precarious employment in Spain
- Young people, women and immigrants in the labor market
- Digitalization and platform workers

#### 4. Academic activities

Type 1 - Theory (30 hours): lectures will be held in which the theoretical foundations of the subject will be presented and the content of the required readings will be discussed.

Type 2 - Problems and cases (60 hours): a practical approach to the subject will be made through the resolution of problems and cases. It can involve both individual and group work.

Type 6 - Teaching work and other activities (9 hours): will consist of individual or group work based on material proposed by the teacher.

Autonomous work (60 hours): it will consist of the previous preparation and the subsequent work after attending the different teaching activities (preparation of readings, exercises and homework).

Assessment tests (3 hours)

#### 5. Assessment system

Continuous assessment (requires attendance and participation in 80% of Type 1 and 2 activities, and 100% in Type 6 activities):

Type 1 activity (50% of the final mark): this will be assessed by means of a written test made up of a series of short or long essay questions or test-type questions, or a combination of these, in which the student must demonstrate his/her ability to recognise and identify the contents of the subject and relate them, in a reflective and reasoned manner, to others developed during the year.

Type 2 activity (40% of the final grade): it will be evaluated by means of several practical exercises, individual and group, submitted in writing at the end of the sessions corresponding to the Type 2 teaching activities or on dates announced in class.

Type 6 Activity (10% of the final grade): it will be evaluated by means of an individual or group written essay to be done within the teaching period of the subject and that the students will hand in at the end of the term.

Global assessment.

The assessment consists of a written test on the official day of the exam, in which the knowledge of the contents taught and discussed in the Type 1 (50% of the final grade) and Type 2 (40% of the final grade). Students must also analyze the material proposed for the Type 6 activities, study it on their own during the term and answer questions about its content on the day of the exam (10% of the final grade).

Assessment criteria:

Accuracy and precision

Mastery and adequate use of concepts

Knowledge of the units covered

Analysis and consistency

Ability to synthesize and relate concepts to specific cases

Expository capacity

Capacity for critical reasoning and organized expression of ideas

Writing and spelling