

Labor Laws and The Future of Work

Master's degree in: Human Resources and Talent Management

Subject: Human Resources strategic management

Credits: 6 ECTS

Program: Master in Human Resources

Modality: On-campus Full-Time / Hybrid-Learning

Semester: First

Type: Mandatory

Language of instruction: English

Academic year: 2025/2026

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1. Presentation

Labor regulations in the globalized world we live in generate interest across all sectors; the future of work and labor law itself are under scrutiny. Therefore, through the different sessions of this course, the aim is to conduct a thorough and analytical study of the current legal situation, not only within the Spanish framework but also from a comparative perspective. This initiative strongly resonates with the United Nations Sustainable Development Goals (SDGs), particularly SDG 4 (Quality Education), SDG 8 (Decent Work and Economic Growth), as well as the creation of sustainable communities and innovative infrastructures (SDG 11) and the promotion of innovation and infrastructures (SDG 9).

However, this course does not stop at the various existing legal and jurisprudential figures; its purpose is to provide a comprehensive view of the world of labor relations from an ethical and critical standpoint, equipping students with the necessary tools for decision-making in the workplace, without overlooking any of the parties involved. This aligns with SDG 4, which seeks to ensure inclusive, equitable, and quality education and promote lifelong learning opportunities for all.

This subject also focuses on how the world of work is undergoing significant change. There are various forces transforming it, from advances in technology and the impact of climate change to the evolution of production and employment, to name a few. We need to understand these challenges to begin thinking of effective responses. This perspective is in line with SDGs 8 and 11, which aim to promote sustainable economic growth, full and productive employment, and the building of inclusive and sustainable cities and communities.

Ultimately, this is a course that emphasizes individual student work but also encourages collaboration, as the decisions and solutions that can be contributed in everyday professional settings require added value, cooperation, and collaboration. The promotion of collaboration and innovation is a central element of SDG 9, which seeks to build resilient infrastructures, promote inclusive industrialization, and foster innovation.

2. Program's learning outcomes

The subject-related learning outcomes are distributed as follows:

2.1. Knowledge

- RAT 1 The graduate will be able to provide a strategic vision of work procedures and systems in the business context.
- RAT 2 The graduate will be able to identify relevant ideas and opinions on strategic human resources and talent management.

- RAT 3 The graduate will be able to identify relevant problems related to human resources management in organizational environments.
- RAT 4 The graduate will be able to identify the problems and difficulties involved in the management of human resources due to the organization's cultural diversity.
- RAT 5 The graduate will be able to distinguish the compensation policies of the organization, with an in-depth knowledge of the concepts that make up the wage bill and staff costs.
- RAT 6 The graduate will be able to describe the job profiles in order to adapt them to the company's strategic and competitive objectives.
- RAT 7 The graduate will be able to assess the implications of legal-institutionalcultural contexts on people management
- RAT 8 The graduate will be able to explain the strategic human resources management theories.

2.2. Skills

- RAT 9 The graduate will be able to provide clear and precise explanations of any knowledge/information, both orally and in writing, in Catalan, Spanish and a third language, particularly English.
- RAT 10 The graduate will be able to apply digital technologies (at the right time) in his/her field of expertise.
- RAT 11 The graduate will be able to organize the roles and responsibilities in a human resources department taking into account the employees' capabilities as well as the organizational needs.
- RAT 12 The graduate will be able to apply professional methods and criteria to analyze and solve problems related to the strategic management of human resources.
- RAT 13 The graduate will be able to apply the labor legislation to the management of human resources in organizations.
- RAT 15 The graduate will be able to use innovation in the strategic management of human resources, people development and talent management.
- RAT 16 The graduate will be able to organize the different functional and business areas in order to have a positive influence on the organization's procedures and people.

2.3. Competences

- RAT 17 The graduate will be able to provide innovative, creative and entrepreneurial solutions in professional situations.
- RAT 18 The graduate will be able to evaluate the sustainability and social impact of the proposals presented, with ethical, environmental and professional responsibility.
- RAT 19 The graduate will be able to apply the gender perspective in the professional tasks.
- RAT 20 The graduate will be able to create a control system for the implementation of human resources policies.
- RAT 21 The graduate will be able to design indicators, scorecards and processes as a means of measuring the results of people, programs and human resources projects at the organizational level.
- RAT 22 The graduate will be able to design career plans for each job position with the skill profiles required by the organization.
- RAT 23 The graduate will be able to design recruitment and selection processes to ensure efficient human resources hiring.
- RAT 24 The graduate will be able to estimate human resources costs and their impact on the company's overall costs.
- RAT 25 The graduate will be able to design methods for the generation of job opportunities that meet the needs of the organization.

3. Subject's learning outcomes

The subject-based learning outcomes for this course are as follows:

- RAM 3 The graduate will be able to effectively resolve workplace issues in the company through the application of reconciliation techniques in practical simulation cases.
- RAM 5 The graduate will be able to accurately integrate the strategies and needs driven by various stakeholders and interest groups into the company's approaches concerning collective bargaining processes and people management through the analysis of real cases.
- RAM 6 The graduate will be able to thoroughly review the working conditions by introducing plans linked to the human resources management guidelines set by the company's management to improve productivity through challenge-based learning.

- RAM 7 The graduate will be able to assertively propose change processes in the organization's climate and culture, aligned with the values, objectives, and behaviors of management through the resolution of challenges.

4. Contents

- **Topic 1: Introduction to Labor Law**
 - Concept and purpose of labor law
 - Basic principles governing labor law
 - Sources of labor law

- **Topic 2: Individual Employment Relations**
 - The worker
 - Fundamental social rights

- **Topic 3: Collective Employment Relations**
 - Key parties
 - Collective bargaining
 - Internationalization of collective employment relations

- **Topic 4: The Company**
 - Exercising managerial authority
 - Flexibility measures and modification of working conditions

- **Topic 5: Essential Elements of the Employment Relationship**
 - Working time
 - Duration and distribution of working hours
 - Wage compensation

- **Topic 6: Interruption of the Employment Contract**
 - Vacation
 - Illness or accident
 - Leaves and permits
 - Suspension due to business reasons
 - Employer non-compliance

- **Topic 7: Occupational Health and Safety**
 - Workplace risk prevention
 - Training and education

HYBRID MODALITY		
Learning Outcomes	Teaching Methodology	Training Activities
Knowledge	Presentation sessions	Student presentations
	Tutorials	Meetings to resolve doubts Follow-up meetings
	Audiovisual-based learning	Analysis of audiovisuals
	Reading-based learning	Reviews / Critical analysis
Skills	Project work	Problem-solving Information searching and processing Presentation of reports and/or work
	Collaborative work	Online debates Discussions of practical cases Collective analysis
	Case-based learning	Information searching and processing Problem-solving
Competencies	Game-based learning	Challenges
	Inquiry-based learning	Research tasks
	Project work	Report preparation Presentation of reports or work

6. Grading system

Continuous assessment

Grading system	Weight
Block 1: Exercises, Problems, Report Preparation, Assignments, Presentations	40 %
Block 2: Participation and Oral Presentations	20 %
Block 3: Final Evaluation Test	40 %

Block 1 will consist of:

- Two individual evaluable activities. 10% each.
- Two group projects or reports. 10% each.

Block 2 will consist of:

- Participation and oral presentations – 20%.

Block 3 will consist of:

- An exam - 40%.

The final grade for the course will be obtained by weighting the three blocks. The minimum weighted grade required to pass is 5.0.

If the student fails Block 1 or Block 3 (or both) with a grade lower than 5.0, they may retake that block or blocks. This grade will average with the other blocks, and the maximum final grade the student can receive is 5.0.

If the student is unable to attend the initial evaluation, and can provide a justified reason (see regulations of the University of Lleida), they may take the exam on the date set for recovery.

Students who do not attend evaluative activities with a weight exceeding 50% will receive a general course grade of “Not presented.”

Alternative Evaluation

The single evaluation consists of a single exam that accounts for 100% of the course. The exam, and therefore the course, is passed with a grade of 5 out of 10 in this final test. If a grade lower than 5.0 is obtained, the student has the right to a recovery exam.

To opt for the single evaluation, it is necessary to send a written request to the coordination during the first 15 business days of the course. The procedure to follow to opt for this single evaluation is established in the specific rules of EAE.

Plagiarism is a fraudulent activity that can lead to severe penalties, both academic and legal. Academic honesty is one of the pillars of the educational commitment of the School, and the members of its teaching community are especially aware and prepared to detect such actions. Given the difficulty often involved in conceptualizing plagiarism, it has been deemed appropriate to clearly define its content and scope in these regulations and policies.

Plagiarism is understood as the appropriation of works or other people's work by passing them off as one's own; that is, without explicitly crediting their origin. Plagiarism can consist of the unauthorized total or partial copying of someone else's work, or presenting the copy as an original work, impersonating the true author. Some examples of plagiarism are:

- Submitting someone else's work as if it were your own, regardless of whether the copy is total or partial.
- Paraphrasing a text by rephrasing it with other words, but making small changes in the language to disguise it and without citing sources.
- Buying or obtaining a work and presenting it as one's own.

- Relying on an idea or phrase from another person to write a new paper without citing the author of the work.

As established in Article 10 of the Academic Code of Conduct for Students at EAE Barcelona, without prejudice to the academic sanctions resulting from its application, the Academic Commission will promote the legal actions that correspond in case plagiarism could violate applicable regulations regarding intellectual property.

7. Bibliography

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