



BACHELOR'S DEGREE IN BUSINESS ADMINISTRATION

Subject	Industrial and Business Sociology	Code	802274
Module	Cross-sectional formation	Area	Legal framework and sociology
Character	Compulsory		
Credits	3	Attendance	1.35
		Non-attendance	1.65
Year	Second	Semester	3

Department	DEPARTMENTAL SECTION OF SOCIOLOGY III Coordinator: María José Díaz Santiago		
Professor	e-mail		

SYNOPSIS

SHORT DESCRIPTOR
This subject analyses, from a sociological perspective, the impact of industrialization (and its development afterwards) in the organization of the productive processes, the companies and the society as a whole (the different conflicts related to the emergence and changes of the industrial societies: the regulation of labour relations, the mobilization of the workforce, the relationship between education and employment, etc.).
OBJECTIVES



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- To analyse the companies, the productive processes and the industrialization in the context of the contemporary society.
- To analyse the company as a social organization: roles and relationships, organizational processes, conflicts, management of human resources in the companies, etc.
- To understand work organization in the companies and its impact on society: old and new methods to organize work, technological and organizational innovations, policies to mobilize and use workforce, etc.
- To study the main changes in labour relations and employment in contemporary societies from a sociological perspective.

COMPETENCES

General: CG1, CG2; CG4

Cross-Sectional:CT1, CT4

Specific: CE2; CE3; CE6

LEARNING METHODOLOGY

A mixed methodology of teaching and learning will be used in all educational activities with the aim of encouraging students to develop a collaborative and cooperative attitude in the pursuit of knowledge.



**CONTENTS OF THE SUBJECT
SYLLABUS**

Block 1: Emergency and change of contemporary societies: Work, Labor & Sociology.

Development, consolidation and dynamics of capitalist societies, industrial revolution and the division of work processes. Industrial societies and their changes: postindustrialism, informationalism, knowledge societies, globalization, etc. Methodologies to study work and labor: research techniques and fieldwork strategies.

Block 2: Companies, management and work organization from a sociological perspective.

Companies as social organizations: organizational cultures (social norms, cooperation, formal and informal groups, communication and participation, etc.). Management and mobilization of workforce: 'taylorism/fordism', Human Relations & HRM, lean production. Professional qualifications and competences, workers' participation and industrial democracies). Technological and organizational innovations in work organization processes. New management methods & 'engineering' cultures and behaviours: corporate identities, industrial disciplines, working conditions & occupational health.

Block 3: Industrial (& labor) relations, employment and society.

Social construction of labor markets. Development, institutionalization and changes in contemporary labour relations. Actors and conflicts in labour relations. Employment and labour markets from a sociological perspective: social vulnerability, social exclusion, precarious work, flexicurity... Labour markets and social inequalities (women and employment, segmentation of labour markets, employment precariousness, 'precariat', etc.). Unemployment and the debate about the end of work.

These thematic blocks relate to the basic contents of the subject that will be explained by all the teachers. In any case, according to the academic freedom (Article 20.1c of the Spanish Constitution), each professor will use the teaching materials and methods that she or he considers most adequate to explain these blocks.

TEACHING ACTIVITIES	% OF TOTAL CREDITS	ATTENDANCE
Lectures	20%	100%
Classes	20%	75%
Tutorials	6%	100%
Assessment activities	4%	100%



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Homeworks and class assignments	20%	0%
Time to study	30%	0%



ASSESSMENT		
Exam	% of final mark	65% of the final mark
Final exam		
Other activities	% of final mark	15% of the final mark
Carrying out of cases or exercises		
Other activity	% of final mark	10% of the final mark
Active participation in classes and practical activities		
Other activities	% of final mark	10% of the final mark
Carrying out of individual or group homework		
ASSIGNMENT CRITERIA		
<p>Comprehension of contents of this subject; ability to explain social and organisational problems in industrial relations; understanding of bibliography; ability to use contents of theoretical classes to solve practical case studies; participation in classroom and group activities.</p> <p>Class attendance is mandatory. Student assessment will take into account the continuous assessment methodology. If students face the extraordinary exam, their grade will be that obtained applying percentages established in this 'teaching guide' of the subject.</p> <p>Practical workshops will take place in several sessions. Professor will inform in advance about dates of those practical sessions.</p>		



TIME CHART

Week	Subject	Assignment in the classroom	Assignment out of the classroom
1 ^a	Block 1: Emergency and change of contemporary societies: Work, Labor & Sociology.	<ul style="list-style-type: none">• Presentation of the subject	<ul style="list-style-type: none">• Study of the compulsory texts of block 1.
2 ^a	Block 1: Emergency and change of contemporary societies: Work, Labor & Sociology.		<ul style="list-style-type: none">• Study of the compulsory texts of block 1.• Resource book
3 ^a	Block 1: Emergency and change of contemporary societies: Work, Labor & Sociology.		<ul style="list-style-type: none">• Study of the compulsory texts of block 1.• Resource book
4 ^a	Block 1: Emergency and change of contemporary societies: Work, Labor & Sociology.		<ul style="list-style-type: none">• Study of the compulsory texts of block 1.• Resource book.



5^a

Block 2: Companies, management and work organization from a sociological perspective.

- Study of the compulsory texts of block 2.
- Resource book.

6^a

Block 2: Companies, management and work organization from a sociological perspective.

- Study of the compulsory texts of block 2.
- Resource book.

7^a

Block 2: Companies, management and work organization from a sociological perspective.

- Study of the compulsory texts of block 2.
- Resource book.

8^a

Block 2: Companies, management and work organization from a sociological perspective.

- Study of the compulsory texts of block 2.
- Resource book.

9^a

Block 2: Companies, management and work organization from a sociological perspective.

- Carrying out of cases and/or exercises.
 - Study of the compulsory texts of block 2.
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		<ul style="list-style-type: none">• Resource book.
10 ^a	Block 2: Companies, management and work organization from a sociological perspective.	<ul style="list-style-type: none">• Study of the compulsory texts of block 2.• Resource book.
11 ^a	Block 3: Industrial (& labor) relations, employment and society.	<ul style="list-style-type: none">• Study of the compulsory texts of block 3.• Resource book.
12 ^a	Block 3: Industrial (& labor) relations, employment and society.	<ul style="list-style-type: none">• Study of the compulsory texts of block 3.• Resource book.
13 ^a	Block 3: Industrial (& labor) relations, employment and society.	<ul style="list-style-type: none">• Handing in, presentation and assessment of individual homework.• Study of the compulsory texts of block 3.• Resource book.
14 ^a	Block 3: Industrial (& labor) relations, employment and society.	<ul style="list-style-type: none">• Study of the compulsory



texts of block 3.

- Resource book.
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Note: approximate timetable

Time chart of practical exercises:

Professor will inform in advance about dates of those practical sessions.



BASIC BIBLIOGRAPHY

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The bibliography in English is specific for Group E. Consult the Spanish card of the subject for more bibliography in Spanish.