Advanced Master's Degree

Senior HR Management, Expert in Labor Relations

AMDSHMELR

tech global university

Advanced Master's Degree
Senior HR Management,
Expert in Labor Relations

- » Modality: **online**
- » Duration: **2 years**
- » Certificate: **TECH Global University**
- » Credits: **120 ECTS**
- » Schedule: **at your own pace**
- » Exams: **online**

Website: **www.techtitute.com/us/school-of-business/advanced-master-degree/advanced-master-degree-senior-hr-management-expert-labor-relations**

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Welcome

The role of Human Resources managers is fundamental in any company since they are in charge of applying the strategies to plan and manage department projects, designing jobs and selecting personnel, and understanding the process and the need for audits in this field, with the main objective of improving the productivity and profitability of the business. But, above all, they are in charge of efficiently managing the professional and legal link that is created when a person starts working in a company, in order to avoid possible conflicts that may arise between both parties. To improve professional training in this field, TECH has designed this comprehensive program, which includes the most relevant aspects of Human Resources management, with an emphasis on labor relations. Undoubtedly, a high-level academic program that will be essential to improve professional competitiveness.

Advanced Master's Degree in Senior HR Management, Expert in Labor Relations. TECH Global University

" *Learn how to efficiently manage your company's Human Resources and possess the necessary knowledge to increase your company's productivity"*

Why Study at TECH?

TECH is the world's largest 100% online business school. It is an elite business school, with a model based on the highest academic standards. A world-class centre for intensive managerial skills training.

TECH is a university at the forefront of technology, and puts all its resources at the student's disposal to help them achieve entrepreneurial success"

At TECH Global University

Innovation

The university offers an online learning model that combines the latest educational technology with the most rigorous teaching methods. A unique method with the highest international recognition that will provide students with the keys to develop in a rapidly-evolving world, where innovation must be every entrepreneur's focus.

"Microsoft Europe Success Story", for integrating the innovative, interactive multi-video system.

The Highest Standards

Admissions criteria at TECH are not economic. Students don't need to make a large investment to study at this university. However, in order to obtain a qualification from TECH, the student's intelligence and ability will be tested to their limits. The institution's academic standards are exceptionally high...

95% | of TECH students successfully complete their studies

Networking

Professionals from countries all over the world attend TECH, allowing students to establish a large network of contacts that may prove useful to them in the future.

100,000+ executives trained each year

200+ different nationalities

Empowerment

Students will grow hand in hand with the best companies and highly regarded and influential professionals. TECH has developed strategic partnerships and a valuable network of contacts with major economic players in 7 continents.

500+ | collaborative agreements with leading companies

Talent

This program is a unique initiative to allow students to showcase their talent in the business world. An opportunity that will allow them to voice their concerns and share their business vision.

After completing this program, TECH helps students show the world their talent.

Multicultural Context

While studying at TECH, students will enjoy a unique experience. Study in a multicultural context. In a program with a global vision, through which students can learn about the operating methods in different parts of the world, and gather the latest information that best adapts to their business idea.

TECH students represent more than 200 different nationalities.

TECH strives for excellence and, to this end, boasts a series of characteristics that make this university unique:

Learn with the best

In the classroom, TECH's teaching staff discuss how they have achieved success in their companies, working in a real, lively, and dynamic context. Teachers who are fully committed to offering a quality specialization that will allow students to advance in their career and stand out in the business world.

Teachers representing 20 different nationalities.

At TECH, you will have access to the most rigorous and up-to-date case studies in the academic community"

Analysis

TECH explores the student's critical side, their ability to question things, their problem-solving skills, as well as their interpersonal skills.

Academic Excellence

TECH offers students the best online learning methodology. The university combines the Relearning method (a postgraduate learning methodology with the highest international rating) with the Case Study. A complex balance between tradition and state-of-the-art, within the context of the most demanding academic itinerary.

Economy of Scale

TECH is the world's largest online university. It currently boasts a portfolio of more than 10,000 university postgraduate programs. And in today's new economy, **volume + technology = a ground-breaking price**. This way, TECH ensures that studying is not as expensive for students as it would be at another university.

03
Why Our Program?

Studying this TECH program means increasing the chances of achieving professional success in senior business management.

It is a challenge that demands effort and dedication, but it opens the door to a promising future. Students will learn from the best teaching staff and with the most flexible and innovative educational methodology.

We have highly qualified teachers and the most complete syllabus on the market, which allows us to offer you training of the highest academic level"

This program will provide students with a multitude of professional and personal advantages, particularly the following:

01 A significant career boost

By studying at TECH, students will be able to take control of their future and develop their full potential. By completing this program, students will acquire the skills required to make a positive change in their career in a short period of time.

70% of participants achieve positive career development in less than 2 years.

02 Develop a strategic and global vision of companies

TECH offers an in-depth overview of general management to understand how each decision affects each of the company's different functional areas.

Our global vision of companies will improve your strategic vision.

03 Consolidate the student's senior management skills

Studying at TECH means opening the doors to a wide range of professional opportunities for students to position themselves as senior executives, with a broad vision of the international environment.

You will work on more than 100 real senior management cases.

04 Take on new responsibilities

The program will cover the latest trends, advances and strategies, so that students can carry out their professional work in a changing environment.

45% of graduates are promoted internally.

05 Access to a powerful network of contacts

TECH connects its students to maximize opportunities. Students with the same concerns and desire to grow. Therefore, partnerships, customers or suppliers can be shared.

You will find a network of contacts that will be instrumental for professional development.

06 Thoroughly develop business projects

Students will acquire a deep strategic vision that will help them develop their own project, taking into account the different areas in companies.

20% of our students develop their own business idea.

07 Improve soft skills and management skills

TECH helps students apply and develop the knowledge they have acquired, while improving their interpersonal skills in order to become leaders who make a difference.

Improve your communication and leadership skills and enhance your career.

08 Be part of an exclusive community

Students will be part of a community of elite executives, large companies, renowned institutions, and qualified professors from the most prestigious universities in the world: the TECH Global University community.

We give you the opportunity to train with a team of world renowned teachers.

Objectives

This TECH Global University program has been designed with the main objective of offering business students the necessary qualification in the field of Human Resources management, with a special focus on labor relations. Students will obtain the necessary training to successfully manage their work environments, achieving the right balance between the needs of companies and those of workers.

This program will help you develop the skills to successfully manage Human Resources"

Your goals are our goals.
We work together to help you achieve them.
The **Advanced Master's Degree in Senior HR Management, Expert in Labor Relations** trains students to:

01 Obtain a comprehensive vision of Human Resources management in a company

02 Design the process of personnel selection and recruitment

03 Analyze decisions made in different areas using the corporate culture model, both nationally and internationally

04 Establish a valuable social network with other participants, professors, company leaders and coaches to explore the challenges of today's changing environment

05 Develop cutting-edge methodologies and techniques in people management and talent development within the organization, through a strategic and innovative vision that favors challenges such as digital transformation and its impact on culture, business and talent management

06 Have in-depth knowledge of Human Resources management and administration processes: hiring, dismissals, workforce restructuring, collective bargaining, disability, etc

07 Understand the financial and accounting bases of personnel management

08 Know how to apply *coaching* and positive psychology techniques to motivate employees

09 Know the characteristics and components of organizational behavior and organizational culture

10 Establish recruitment plans that promote the development and proper functioning of organizations

11 Become familiar with hiring procedures and Social Security

14 Intervene in labor relations between employer and employee

12 Know the data protection rights inherent to workers

13 Recognize the union policy for worker representation

15 Understand and know how to apply the legal system to solve practical cases

16 Obtain theoretical and practical knowledge on how the collective aspect in labor relations functions

18 Describe the new Human Resources policies in the digital era, through performance evaluation scales and observation techniques

19 Properly interpret legislation, collective regulations on occupational health and safety and occupational risk prevention

17 Know the negotiation channels to understand extrajudicial collective conflict resolution processes

20 Understand how social protection systems function in their different dimensions: collective and individual

05
Skills

This Advanced Master's Degree at TECH Global University will allow students to acquire a more comprehensive and strategic new way of working in the area of labor relations. Therefore, at the end of the program, professionals will have acquired the necessary skills to successfully develop in the Human Resources sector, adding great value to the company, which will improve relations between the entity and employees, safely resolving any possible conflict.

" *This program will allow you to develop the necessary skills to successfully manage labor relations"*

01 Have the ability to plan and organize the management level of an organization according to its structure and design

04 Know and apply coaching concepts and strategies at the executive level to understand the neurobiological principles of this process and the possible influence on self-control, personal growth and increased efficiency

02 Understand the strategies for planning and managing Human Resources department projects Have the ability to design jobs and understand the process and need for audits in this field

03 Relate knowledge of finance, such as financial analysis, investment evaluation and purchasing logistics, which will provide a comprehensive view of the organization to effectively establish Human Resources design and operations

05 Apply the strategies of talent management, identifying and selecting models and how to apply them efficiently in a particular organization
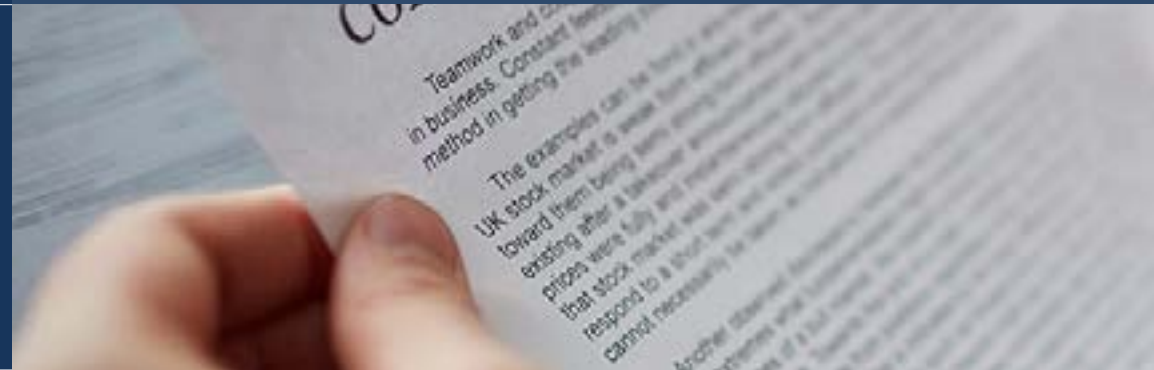
06 Establish the appropriate methodology for effective communication within the organization, seeking to prevent conflicts and solving and negotiating the existing ones to find an effective resolution

08 Apply new forms of organization and new work methodologies adapted to digital business

09 Understand and be able to implement talent management in companies, adapting to diversity, in compliance with labor regulations and respect for human rights

07 Understand the importance of management in monitoring corporate social responsibility, taking into account the ethical component in labor, finance, the environment and social aspects

10 Understand the evolution of Human Resources from an integrated and strategic perspective

11 Manage strategies that promote labor flexibility with the objective of improving labor performance and productivity

14 Manage bonuses for specific groups with equal opportunities

12 Manage hiring agreements with workers in the Special Regime for Self-Employed Workers (RETA)

13 Manage the company's preventive and protection resources, both human and material

15 Apply group dynamics to promote responsibility and group management

16 Identify personal motivational factors in performance management and performance in a changing organizational environment

18 Determine the legal regulations applicable to continuing vocational training for employment

19 Participate in helping management understand the importance of good working relationships with employees

17 Correctly implement plans to care for and watch over personnel health

20 Implement plans designed to increase effective and successful talent management

Structure and Content

TECH has designed this Advanced Master's Degree in Senior HR Management, Expert in Labor Relations to provide added quality to student vocational training. Accordingly, students will find the most innovative and up-to-date concepts to successfully work in a key area in any company in a single program, providing added value with the way they work and manage relations between the company and workers.

"

A very well-structured syllabus that will facilitate your learning and provide you with a new way of managing labor relations"

Syllabus

This TECH Global University Advanced Master's Degree in Senior HR Management, Expert in Labor Relations is an intense program that prepares students to face challenges and business decisions both on a national and international level. Its content is designed to promote the development of managerial skills that enable more rigorous decision-making in uncertain environments.

Throughout 3,000 hours of study, students will analyze a multitude of practical cases through individual work, achieving high quality learning that you will be able to apply to your daily work. It is, therefore, an authentic immersion in real business situations.

This program deals in depth with the main areas of a company and it is designed for managers to understand personnel management from a strategic, international and innovative perspective.

A plan designed for students, focused on their professional improvement, that also prepares them to achieve excellence in the area of human resources and labor relations administration. A program that understands your needs and those of your company through innovative content based on the latest trends, and supported by the best educational methodology and an exceptional teaching staff, which will provide you with the skills to creatively and efficiently resolve critical situations.

This program takes place over 24 months and is divided into 19 modules:

Module	Title
Module 1	Strategic Human Resources (HR) Management
Module 2	HR Management and Administration Processes
Module 3	Organizational Behavior
Module 4	Financial Management and *Management*
Module 5	*Executive Coaching*
Module 6	Talent Management
Module 7	Strategic Communication
Module 8	Ethics and Corporate Social Responsibility
Module 9	Human Resources Digital Transformation
Module 10	Labor Relations Theory
Module 11	Social Security
Module 12	Personnel Administration
Module 13	Labor Law
Module 14	Collective Labor Law
Module 15	Performance Management and Compensation Policy
Module 16	*Outsourcing, Self-Employment and Special Labor Relations*
Module 17	Occupational Health, Safety and Prevention
Module 18	Change Management
Module 19	Complementary Social Protection and Social Action in Companies

Where, When and How is it Taught?

TECH offers the possibility of taking this program completely online. Over the course of the 24 months, students will be able to access all the contents on the program at any time, allowing them to self-manage their study time.

A unique, key, and decisive educational experience to boost your professional development and make the definitive leap.

Module 1. Strategic Human Resources (HR) Management

1.1. Evolution of HR: An Integrated Vision	1.2. Strategic Thinking and Systems	1.3. HR Department Project Planning and Management	1.4. Strategic Organizational Design
1.5. Job Design, Recruitment, and Selection	1.6. Strategic Leadership	1.7 Auditing and Control of HR Functions	

Module 2. HR Management and Administration Processes

2.1. Labor Contracting	2.2. Labor Intermediation	2.3. Labor Relations and Information Technology	2.4. Dismissals and Workforce Restructuring
2.5. Collective Bargaining	2.6. Work Incapacity and Health	2.7. Health and Labor Quality	

Module 3. Organizational Behavior

3.1. Organizational Culture	3.2. Organizational Structure	3.3. Organization Management	3.4. Organizational Behavior and Changes
3.5. Power and Politics	3.6. HR Department Organization	3.7. People in Organizations	3.8. Knowledge Management

Module 4. Financial Management and *Management*

4.1. Financial and Accounting Basis for HR Management	4.2. Financial Diagnosis	4.3. Income Losses and Gains Analysis	4.4. Compensation Policy Management
4.5. Compensation and Non-Economic Benefits			

Module 5. *Executive Coaching*

5.1. *Neuromanagement*	5.2. Self-Control and Self-Efficiency	5.3. *Coaching*	5.4. Positive Psychology
5.5. Management and Emotional Intelligence	5.6. Empathy and Collaboration	5.7. Time Management	

Module 6. Talent Management

6.1. Workstation Analysis	6.2. Selection, Group Dynamics and HR Recruitment	6.3. Human Resource Management by Competencies	6.4. Performance Evaluation and Performance Management
6.5. Training Management	6.6. Talent Management	6.7. Innovation in Talent and People Management	6.8. Motivation
6.9. *Employer Branding*	6.10. Developing High Performance Teams		

Module 7. Strategic Communication

7.1. Interpersonal Communication

Module 8. Ethics and Corporate Social Responsibility

8.1. The Managerial Role and CSR	8.2. Corporate Responsibility

Module 9. Human Resources Digital Transformation

9.1. New Forms of Organization and New Work Methodologies	9.2. Digital Skills and Professional Brand	9.3. HR and Data Analysis	9.4. People Management in the Digital Era

Module 10. Labor Relations Theory

10.1. Labor Relations History
10.1.1. Conceptual Framework and Definition (Basic Concepts of Employment, Work)
10.1.2. Historical Evolution of Labor Relations
10.1.3. Society of Knowledge in the 21st Century

10.2. Evolution of Ways of Working
10.2.1. Labor Relations and Labor Markets
10.2.2. The Theory of Labor Market Segmentation and its Practice

10.3. Socialism - Communism in Labor Relations
10.3.1. Conceptual Framework of Socialism and Communism
10.3.2. Brief Historical Description
10.3.3. Labor Relations under a Communist Political Framework
10.3.4. of Socialism Relations under a Socialist Political Framework

10.4. Liberalism - Capitalism in Labor Relations
10.4.1. The Concept of Liberalism vs. Capitalism
10.4.2. Capitalism throughout the History of Economics
10.4.3. Labor Relations under the Prism of Economic Capitalism

10.5. Union Law
10.5.1. Trade Unionism
10.5.2. Fundamentals of Trade Union Law
10.5.3. The Role of Collective Bargaining

10.6. Employee Representation
10.6.1. Concept
10.6.2. Regulatory Framework
10.6.3. Negotiation

10.7. Corporatism
10.7.1. Conceptualization
10.7.2. Types of Corporatism on the International Scene

10.8. Social Policies in the International Sphere
10.8.1. Social Policies (Convergences and Divergences)
10.8.2. Intervention Models
10.8.3. The Concept of Welfare

Module 11. Social Security

11.1. The Constitutional Model of Social Protection: The Social Security System
11.1.1. The Constitutional Model of Social Protection
    11.1.1.1. Measures to Protect Social Needs
    11.1.1.2. Social Security
11.1.2. Economic-Financial Regime of the Social Security System
11.1.3. Social Security Management

11.2. Protected Persons and Contingencies
11.2.1. Scope of Application of the System
11.2.2. Scope of Application of the General System
11.2.3. Entrepreneur Registration
11.2.4. Worker Affiliation
    11.2.4.1. Worker Registration and Deregistration
    11.2.4.2. Types of Registration
    11.2.4.3. Special Agreements as Assimilated to Employment Registration
    11.2.4.4. Effects of Worker Registrations, Leaves and Data Communication
11.2.5. Effects of Wrongful Acts

11.3. Protected Persons and Contingencies II
11.3.1. Protected Situations
11.3.2. Occupational Accidents and Diseases
11.3.3. The Protective Action of the Social Security System
11.3.4. General Requirements to be Entitled to Contributory Benefits
11.3.5. Benefit Liability
11.3.6. Benefit Automaticity

11.4. Management and Financing I
11.4.1. Social Security Management
    11.4.1.1. Management Bodies
11.4.2. Common Services
11.4.3. Collaboration in Management

11.5. Management and Financing II
11.5.1. Economic-Financial Regime of the Social Security System
11.5.2. The General Social Security System
11.5.3. Social Security Contributions
    11.5.3.1. Contribution Bases and Rates
11.5.4. Tax Collection

11.6. Economic Benefits: Subsidies and Pensions I
11.6.1. Introduction
11.6.2. Temporary Disability
11.6.3. Maternity Leave
11.6.4. Paternity Leave
11.6.5. Risk during Pregnancy and Lactation
11.6.6. Child Care in Cancer Cases or Other Serious Illnesses
11.6.7. Unemployment

11.7. Economic Benefits: Subsidies and Pensions II
11.7.1. Introduction
11.7.2. Contributory Benefits
    11.7.2.1. Permanent Disability
    11.7.2.2. Retirement
    11.7.2.3. Death and Survival
11.7.3. Non-Contributory Benefits
    11.7.3.1. Disability
    11.7.3.2. Retirement
11.7.4. Family Benefits

11.8. The Health System: The Services and Medications Portfolio
11.8.1. The Health System and Social Security
11.8.2. Evolution in Protecting the Right to Health
11.8.3. Medicines and Pharmaceutical Benefits
11.8.4. Insured Persons and Beneficiaries of the Right to Health Care
11.8.5. Benefit Management

11.9. The Social Assistance System
11.9.1. Delimitation of the Concept: Social Assistance
11.9.2. Social Assistance within Social Security
11.9.3. Social Assistance External to the Social Security System
11.9.4. Social Services
11.9.5. The System for Autonomy and Dependency Care

11.10. Pension Plans and Funds: Mutual Social Security Funds
11.10.1. Introduction
11.10.2. Voluntary Improvements
11.10.3. Mutual Social Security Funds

Module 12. Personnel Administration

12.1. Introduction to Personnel Administration
12.1.1. Company HR
12.1.2. Personnel Administration Management in HR

12.2. Recruitment Modalities
12.2.1. The Work Contract
12.2.2. Types of Contracting
12.2.3. Types of Contract Termination

12.3. The Payroll Receipt I
12.3.1. Salary
12.3.2. Salary Earnings
12.3.3. Non-Salary Earnings

12.4. Working Hours, Vacations and Leaves of Absence
12.4.1. Working Hours
12.4.2. Vacations
12.4.3. Work Permits
12.4.4. Disabilities

12.5. Taxes
12.5.1. The Tax System
12.5.2. Employee Tax Obligations
12.5.3. Employer Tax Obligations

12.6 . Technological Tools for Payrolls
12.6 .1. Concept of Enterprise Resource Planning (ERP)
12.6 .2. Importance in Payroll Management
12.6 .3. Most Common Programs

12.7. Compensation and Benefits
12.7.1. Compensation and Benefits Administration
12.7.2. Benefits in Excess of the Law
12.7.3. Emotional Salary
12.7.4. *Home Office*

12.8. Equal Opportunity in Personnel Administration
12.8.1. Equal Opportunity as Part of the Organizational Culture
12.8.2. Gender Equity
12.8.3. Social Responsibility

Module 13. Labor Law

13.1. The Sources of Labor Law
13.1.1. Normative Sources of Labor Law: Introduction
13.1.2. International Sources
    13.1.2.1. The Normative Function of the International Labor Organization
    13.1.2.2. The Normative Function of the European Union: European Community Law
    13.1.2.3. Agreed International Law: Bilateral and Multilateral Conventions

13.2. Workers
13.2.1. Introduction
13.2.2. Features of Employment Relationships
    13.2.2.1. Personal Nature
    13.2.2.2. Voluntary Nature
    13.2.2.3. Dependency
    13.2.2.4. Adjustment
    13.2.2.5. Remuneration
13.2.3. Labor Relations of a Special Nature
    13.2.3.1. Family Home Service
    13.2.3.2. Prisoners in Penitentiary Institutions
    13.2.3.3. Professional Athletes
    13.2.3.4. Performers in Public Shows
    13.2.3.5. Individuals that Participate in Commercial Transactions on Behalf of One or More Business Owners without Assuming the Risk and Chance of the Transactions: Commercial Representatives
    13.2.3.6. Disabled Individuals Working in Special Employment Centers
    13.2.3.7. Harbor Dockers
    13.2.3.8. Residency to Train Specialists in Health Sciences
    13.2.3.9. Law Firm Lawyers Providing Individual or Collective Services

13.2.4. Excluded Jobs
    13.2.4.1. Administration Civil Servants and Statutory Personnel
    13.2.4.2. Compulsory Personal Benefits
    13.2.4.3. Corporate Company Advisors
    13.2.4.4. Friendly, Benevolent or Neighborly Employment
    13.2.4.5. Family Employment
    13.2.4.6. Commercial Intermediation with Risk
    13.2.4.7. Transport Service
    13.2.4.8. Self-Employment

13.3. Employer and Company
13.3.1. Employer: Concept and Legal Nature
13.3.2. Corporate Subrogation
13.3.3. Groups of Companies
13.3.4. Decentralization of Production: Contracts and Subcontracts for Works and Services
    13.3.4.1. Different Responsibility Scenarios regarding Salaries and Social Security
    13.3.4.2. Production Outsourcing and Health and Safety in the Workplace
    13.3.4.3. Obligations regarding Information, Consultation and Participation in the Context of a Works or Services Contract
13.3.5. Illegal Subcontracting
    13.3.5.1. Concept and Description of the Phenomenon
    13.3.5.2. Consequences of Illegal Subcontracting
13.3.6. Temporary Employment Agencies
    13.3.6.1. Civil or Commercial Commitment between Temporary Employment Agencies and User Companies Availability Contracts
    13.3.6.2. Labor Relation between Temporary Employment Agencies and Temporary Employees The Work Contract
    13.3.6.3. Special Employee Situations within User Companies

13.4. The Work Contract

13.4.1. The Work Contract: Concept and Basic Features
13.4.2. Employment Contract Formalities
 13.4.2.1. Consent, Object and Cause
 13.4.2.2. Contractual Capacity
 13.4.2.3. Contract Form
 13.4.2.4. Contract Validity: Total and Partial Nullity of the Labor Relation
 13.4.2.5. Employment Contract Simulation
13.4.3. Trial Periods
13.4.4. Main Contractual Modalities
 13.4.4.1. Indefinite-Term Contracts
 13.4.4.2. Fixed-Term Contracts
 13.4.4.3. Training Contracts
 13.4.4.4. Other Types of Contracts

13.5. Basic Labor Rights and Obligations

13.5.1. Basic Employee Rights and Obligations
 13.5.1.1. Rights
 13.5.1.2. Responsibilities
13.5.2. Basic Entrepreneur Rights and Obligations
 13.5.2.1. The Power of Management
 13.5.2.2. Disciplinary Power

13.6. Occupational Risk Prevention

13.6.1. Introduction
13.6.2. Occupational Risk Protection Surveillance Guarantee: The Principles of Preventative Actions
13.6.3. Prevention Plans: Risk Assessment and Planning Safeguarding Activities
13.6.4. Work Equipment and Protection Means
13.6.5. Worker Information, Consultation and Participation
13.6.6. Worker Training
13.6.7. Emergency Measures
13.6.8. Serious and Imminent Risk
13.6.9. Health Surveillance Obligations
13.6.10. Documentation-Related Responsibilities
13.6.11. Business Activity Coordination
13.6.12. Special Attention Given to Certain Groups of Employees
 13.6.12.1. Workers Especially Sensitive to Certain Risks
 13.6.12.2. Maternity
 13.6.12.3. Minors
 13.6.12.4. Temporary Employment Workers or Workers Supplied by Temporary Employment Agencies
13.6.13. Workforce Responsibilities in Occupational Risk Prevention

13.7. Salary

13.7.1. Salary
 13.7.1.1. Concept and Features
 13.7.1.2. Form of Payment: Cash or in Kind
 13.7.1.3. Salary Structure
 13.7.1.4. Salary Settlement and Payment
 13.7.1.5. Salary Compensation and Absorption
 13.7.1.6. Salary Guarantees
 13.7.1.7. Extraordinary Bonuses
13.7.2. Non-Salary Earnings
13.7.3. The Principle of Equality and Non-Discrimination on the Grounds of Sex in the Accrual and Payment of Remuneration
13.7.4. The Right to Economic Promotion

13.8. Working Hours

13.8.1. The Working Day
 13.8.1.1. The Ordinary Working Day
 13.8.1.2. Overtime
 13.8.1.3. Special Working Hours
 13.8.1.4. Las reducciones de jornada previstas en el Estatuto de los Trabajadores
13.8.2. Night Shift and Shift Work
 13.8.2.1. Night Work
 13.8.2.2. Shift Work
13.8.3. Holidays, Leaves of Absence and Annual Vacations
 13.8.3.1. Bank Holidays
 13.8.3.2. Leaves of Absence
 13.8.3.3. Annual Vacations
13.8.4. Working Calendar

13.9. Employment Contract Novation

13.9.1. Functional Mobility
13.9.2. Geographic Mobility
 13.9.2.1. Geographic Mobility at the Request of the Employer
 13.9.2.2. Geographic Mobility at the Request of the Employee
13.9.3. Substantial Modification of Working Conditions
 13.9.3.1. First Requirement: Concurrence of a Justified Cause
 13.9.3.2. Second Requirement: Subject Matter of the Modification
 13.9.3.3. Third Requirement: Procedure to be Followed
13.9.4. Modification of the Conditions Set Forth in Statutory Collective Bargaining Agreements

13.10. Suspension and Termination of Employment Contracts

13.10.1. Suspension of Employment Contracts
 13.10.1.1. Maternity, Paternity, Adoption, Foster Care and Risk during Pregnancy
 13.10.1.2. Leaves of Absence
 13.10.1.3. Suspension of Employment Contracts for Economic, Technical, Organizational or
 13.10.1.4. Production Causes
13.10.2. Termination of Employment Contracts
 13.10.2.1. Termination by Unilateral Employee Will
 13.10.2.2. Termination by Unilateral Employer Will: Dismissals

Module 14. Collective Labor Law

14.1. Collective Autonomy and Labor Relations System
14.1.1. Collective Autonomy: Concept and Structural Elements
14.1.2. The Three-Dimensional Structure of Collective Autonomy and its Reflection: Freedom of Association and the Right to Strike
14.1.3. The Right to Collective Bargaining

14.2. Freedom of Association
14.2.1. The Constitutional Configuration of Freedom of Association
14.2.2. Ownership of the Right to Freedom of Association
14.2.3. Content of the Right to Freedom of Association

14.3. Legal Regime for Trade Unions
14.3.1. Constitution and Acquisition of Legal Personality
14.3.2. Internal Functioning of Trade Unions and Economic Regime
14.3.3. Union Responsibility

14.4. Business Associations
14.4.1. Employer and Union Structure
14.4.2. Trade Union Representation: Most Representative Trade Unions
14.4.3. Employer Representation Structure, Criteria and Determination Powers

14.5. Representation and Collective Action of Workers in the Company
14.5.1. The Dual Channel of Representation in the Company
14.5.2. Unitary Representation: Personnel Delegates and Works Councils
14.5.3. Union Elections
14.5.4. The Right of Assembly in Companies: Workers Assemblies

14.6. Collective Bargaining
14.6.1. Constitutional and Legal Recognition of the Right to Collective Bargaining
14.6.2. Collective Bargaining Agreements and Collective Labor Agreements: Classification and Typology
14.6.3. Structure of Collective Bargaining and the Concurrence of Agreements

14.7. Generally Effective Dynamics in Collective Bargaining: Drafting, Validity and Implementing the Agreement
14.7.1. Negotiating Parties: Capacity and Legal Standing
14.7.2. Negotiation Process: The Obligation to Negotiate
14.7.3. Formal Requirements and Legality Control: Challenges to Collective Bargaining Agreements
14.7.4. Implementing and Interpreting the Agreement: Basic Issues
14.7.5. The Term of the Agreement
14.7.6. Adherence to and Extension of the Agreement

14.8. Collective Disputes
14.8.1. Concept and Types of Collective Disputes
14.8.2. Constitutional Regulation of Collective Disputes
14.8.3. The Measures of Collective Disputes on the Part of Workers and Employers

14.9. Strikes
14.9.1. Constitutional Recognition of the Right to Strike: Ownership and Content
14.9.2. Exercising the Right to Strike: Formal Issues Strike Committees
14.9.3. Types of Strike: Illegal Strikes and Abusive Strikes
14.9.4. The Effects of Strikes

Module 15. Performance Management and Compensation Policy

15.1. Introduction to Performance Management and Management by Objectives

15.1.1. The Impact of the Digital Era on Professional Performance
15.1.2. Digital Transformation
15.1.3. New Human Resources Policies in the Digital Era
15.1.4. New Work Environments
15.1.5. Performance Assessment: What Is It and What Is It For?
15.1.6. Performance Assessment Models

15.2. Performance Management Cycle

15.2.1. New Work Environments
15.2.2. Phases in the Performance Management Cycle
15.2.3. Work Systems Models

15.3. Performance Planning

15.3.1. Initial Design of Performance Appraisals: Company Analysis
15.3.2. Setting Individual and Group Objectives
15.3.3. Performance Metrics
15.3.4. Competency-Based Appraisal Systems

15.4. Performance Monitoring

15.4.1. Managing the Corporate Talent Map
15.4.2. Individual and Group Action Plan Monitoring Mechanisms: Observation Techniques, *Coaching* and Feedback
15.4.3. Recognition Plans

15.5. Performance Assessment

15.5.1. Key Points in Performance Appraisal: Objectives, Competencies and Project/Team
15.5.2. Definition of Assessment Scales and Parameters for Excellence
15.5.3. Appraisal Application

15.6. Managing Underperformance

15.6.1. Observation Techniques
15.6.2. Incentive Motivation and Coaching Methodologies
15.6.3. Recovery Plans

15.7. Remuneration Policies

15.7.1. Work and Remuneration Regulation
15.7.2. Establishing General Compensation Systems
15.7.3. Variable Remuneration
15.7.4. Control Systems

15.8. Labor Law Aspects of Remuneration

15.8.1. Legal Framework
15.8.2. Application

15.9. Annual Planning of Performance Plans

15.9.1. Designing and Elaborating Annual Performance Plans
15.9.2. Results Analysis

15.10. Additional Compensation Aspects

15.10.1. Pension Plans
15.10.2. Other Special Situations

Module 16. *Outsourcing*, Self-Employment and Special Labor Relations

16.1. Flexibility and Flexicurity at Work
16.1.1. Introduction to Labor Market Rigidity and Flexibility
16.1.2. Concept of Flexicurity
16.1.3. Types of Flexibility and Agreements between Parties
16.1.4. Contracting Freedoms

16.2. Substantial Modification in Employment Relations
16.2.1. Labor Relations: Basic Concepts
16.2.2. Substantial Modifications by the Employer
16.2.3. Substantial Modifications by the Employee

16.3. Termination of Labor Relations
16.3.1. Concept of Suspension of Labor Relations
16.3.2. Causes and Types
16.3.3. Implications for Labor Regulations: Illegal Worker Assignment

16.4. Flexibility Strategies in Hiring
16.4.1. Part-Time Contracts
16.4.2. Contracting on a Permanent-Discontinuous Basis
16.4.3. Incorporating Teleworking into the Working Day

16.5. *Outsourcing*
16.5.1. Conceptual Introduction and Operation
16.5.2. Regulatory Procedures

Module 17. Occupational Health, Safety and Prevention

17.1. Basic Concepts

17.1.1. Concept of Occupational Health, Prevention and Protection
17.1.2. Contextualization in a Healthy Company

17.2. Legal Framework of Occupational Health and Occupational Risk Prevention

17.2.1. International and European Legal Framework
17.2.2. Public Policy Mechanisms in Occupational Risk Prevention

17.3. Rights and Obligations Involved in Occupational Health

17.3.1. Employer Rights and Obligations
17.3.2. Worker Rights and Obligations

17.4. Preventative Activity Planning and Organization

17.4.1. Prevention and Protection in Company Management Systems

17.5. Elaborating Comprehensive Corporate Prevention Plans

17.5.1. Risk Detection
17.5.2. Designing Corrective Measures
17.5.3. Prevention Plan Protocol

17.6. Worker Representation in Health and Safety Policies

17.6.1. Legal Worker Representation
17.6.2. The Occupational Risk Prevention Technician
17.6.3. Preventive Resources in Companies

17.7. Preventive Techniques

17.7.1. Concept of Preventive Techniques
17.7.2. Preventive Techniques Procedures according to the Risk

17.8. Outsourcing Prevention Services

17.8.1. Regulatory Framework Governing Outsourced Prevention Services
17.8.2. Action Procedures

17.9. Satisfaction and Work Health

17.9.1. Work Satisfaction
17.9.2. Analyzing the Correlation between Job Satisfaction and a Healthy Corporate Culture

Module 18. Change Management

18.1. Organizational Changes

18.1.1. Job Strategy and Motivation
18.1.2. Studying Methods and Work Measurement

18.2. Performance Assessment

18.2.1. Concept of Performance
18.2.2. Performance Measurement and Evaluation Systems

18.3. Developing High Performance Teams

18.3.1. Personal Factors and Motivation for Successful Work
18.3.2. Integrating a High-Performance Team
18.3.3. People and Business Change and Development Projects
18.3.4. Financial Keys for HR: Business and People

18.4. Managing Work Groups

18.4.1. Group Synergy
18.4.2. The Group's Life Cycle
18.4.3. Groups and Motivation
18.4.4. Groups and Innovation

18.5. Group Dynamics

18.5.1. The Roles of People in Groups
18.5.2. Group Leadership
18.5.3. Group Rules
18.5.4. Group Cohesion

18.6. Group Responsibility and Management

18.6.1. Decision-Making
18.6.2. Unconscious Reasoning in Decision-Making
18.6.3. Personal Responsibility and Accountability

18.7. People Management in the Digital Era

18.7.1. Impact of IT on Intellectual Capital
18.7.2. Information Processing in Big Data Management (*Big Data HR*)
18.7.3. Reputation in Social Networks and Personal Branding

18.8. Human Resources and Total Quality

18.8.1. Quality Costs
18.8.2. The Importance of Data Quality
18.8.3. Total Quality to Innovation

18.9. Corporate Communication Processes

18.9.1. Company Communication
18.9.2. Types of Communication: Internal and External
18.9.3. Business Communication in Digital Environments

Module 19. Complementary Social Protection and Social Action in Companies

19.1. Social Protection Policies
19.1.1. Social Policy in the Social Welfare System
19.1.2. Types of Social Policies according to Administrative Designs
19.1.3. Social Policy vs. Social Work

19.2. Social Action Theory
19.2.1. Social Action in Sociological Theory
19.2.2. Weber's Theory of Social Action
19.2.3. Sociology within Social Action

19.3. Social Action in Companies
19.3.1. Concept and Features of Social Benefits
19.3.2. Granting Loans and Advances
19.3.3. Labor Savings
19.3.4. Soup Kitchens and Indirect Formulas
19.3.5. Collective Transportation Service
19.3.6. Day Care Centers and Other Occupational Benefits

19.4. Social Action Plans
19.4.1. Organizational Culture and Social Action Strategies
19.4.2. Internal and External Policy Areas
19.4.3. Designing and Planning Company Events

19.5. The Social Dimension in Companies
19.5.1. The Company and its Environment: Social Analysis
19.5.2. Socially Based Information in the Company
19.5.3. Assessing Social Action Strategies in the Company

19.6. Complementary Social Protection in the Company
19.6.1. Complementary Social Protection Mechanisms of Voluntary Origin
19.6.2. Complementary Social Benefits and Relations with Social Security

19.7. Employer Social Protection
19.7.1. The Employer within Social Protection Systems
19.7.2. Mutual Insurance and Social Welfare
19.7.3. Improvements Managed by Means External to Employer Assets: Pensions

19.8. Voluntary Social Welfare
19.8.1. Concept and Features of Voluntary Improvements
19.8.2. Legislative Origins
19.8.3. Typology of Voluntary Improvements
19.8.4. The Legal Nature of Voluntary Improvements

19.9. Collective Social Security
19.9.1. Concept, Types and Relation of Protective Benefits
19.9.2. Table of Protective Actions
19.9.3. Revaluation and Minimum Supplements

19.10. Fondos y planes de pensiones
19.10.1. Régimen y configuración jurídica
19.10.2. Régimen jurídico y financiero
19.10.3. Régimen jurídico
19.10.4. Régimen de infracciones y sanciones

Methodology

This academic program offers students a different way of learning. Our methodology uses a cyclical learning approach: **Relearning.**

This teaching system is used, for example, in the most prestigious medical schools in the world, and major publications such as the **New England Journal of Medicine** have considered it to be one of the most effective.

Discover Relearning, a system that abandons conventional linear learning, to take you through cyclical teaching systems: a way of learning that has proven to be extremely effective, especially in subjects that require memorization"

TECH Business School uses the Case Study to contextualize all content

Our program offers a revolutionary approach to developing skills and knowledge. Our goal is to strengthen skills in a changing, competitive, and highly demanding environment.

At TECH, you will experience a learning methodology that is shaking the foundations of traditional universities around the world"

This program prepares you to face business challenges in uncertain environments and achieve business success.

A learning method that is different and innovative

This TECH program is an intensive educational program, created from scratch to present executives with challenges and business decisions at the highest level, whether at the national or international level. This methodology promotes personal and professional growth, representing a significant step towards success. The case method, a technique that lays the foundation for this content, ensures that the most current economic, social and business reality is taken into account.

You will learn, through collaborative activities and real cases, how to solve complex situations in real business environments"

The case method has been the most widely used learning system among the world's leading business schools for as long as they have existed. The case method was developed in 1912 so that law students would not only learn the law based on theoretical content. It consisted of presenting students with real-life, complex situations for them to make informed decisions and value judgments on how to resolve them. In 1924, Harvard adopted it as a standard teaching method.

What should a professional do in a given situation? This is the question we face in the case method, an action-oriented learning method. Throughout the program, the studies will be presented with multiple real cases. They must integrate all their knowledge, research, argue and defend their ideas and decisions.

Our program prepares you to face new challenges in uncertain environments and achieve success in your career.

Relearning Methodology

TECH effectively combines the Case Study methodology with a 100% online learning system based on repetition, which combines different teaching elements in each lesson.

We enhance the Case Study with the best 100% online teaching method: Relearning.

Our online system will allow you to organize your time and learning pace, adapting it to your schedule. You will be able to access the contents from any device with an internet connection.

At TECH you will learn using a cutting-edge methodology designed to train the executives of the future. This method, at the forefront of international teaching, is called Relearning.

Our online business school is the only one in the world licensed to incorporate this successful method. In 2019, we managed to improve our students' overall satisfaction levels (teaching quality, quality of materials, course structure, objectives...) based on the best online university indicators.

01 learning from evidence

02 relearning from evidence

03 testing

04 learning from an expert

05 neurocognitive context dependent learning

06 Von-Restorff effect

07 case based learning through storytelling

08 competencies testing (retesting)

In our program, learning is not a linear process, but rather a spiral (learn, unlearn, forget, and re-learn). Therefore, we combine each of these elements concentrically. With this methodology we have trained more than 650,000 university graduates with unprecedented success in fields as diverse as biochemistry, genetics, surgery, international law, management skills, sports science, philosophy, law, engineering, journalism, history, markets, and financial instruments. All this in a highly demanding environment, where the students have a strong socio-economic profile and an average age of 43.5 years.

Relearning will allow you to learn with less effort and better performance, involving you more in your specialization, developing a critical mindset, defending arguments, and contrasting opinions: a direct equation to success.

From the latest scientific evidence in the field of neuroscience, not only do we know how to organize information, ideas, images and memories, but we know that the place and context where we have learned something is fundamental for us to be able to remember it and store it in the hippocampus, to retain it in our long-term memory.

In this way, and in what is called neurocognitive context-dependent e-learning, the different elements in our program are connected to the context where the individual carries out their professional activity.

This program offers the best educational material, prepared with professionals in mind:

Study Material

All teaching material is produced by the specialists who teach the course, specifically for the course, so that the teaching content is highly specific and precise.

These contents are then applied to the audiovisual format, to create the TECH online working method. All this, with the latest techniques that offer high quality pieces in each and every one of the materials that are made available to the student.

Classes

There is scientific evidence suggesting that observing third-party experts can be useful.

Learning from an Expert strengthens knowledge and memory, and generates confidence in future difficult decisions.

Management Skills Exercises

They will carry out activities to develop specific executive competencies in each thematic area. Practices and dynamics to acquire and develop the skills and abilities that a high-level manager needs to develop in the context of the globalization we live in.

Additional Reading

Recent articles, consensus documents and international guidelines, among others. In TECH's virtual library, students will have access to everything they need to complete their course.

30%

10%

8%

3%

30%

15%

4%

Case Studies

Students will complete a selection of the best case studies chosen specifically for this program. Cases that are presented, analyzed, and supervised by the best senior management specialists in the world.

Interactive Summaries

The TECH team presents the contents attractively and dynamically in multimedia lessons that include audio, videos, images, diagrams, and concept maps in order to reinforce knowledge.

This exclusive educational system for presenting multimedia content was awarded by Microsoft as a "European Success Story".

Testing & Retesting

We periodically evaluate and re-evaluate students' knowledge throughout the program, through assessment and self-assessment activities and exercises, so that they can see how they are achieving their goals.

08
Our Students' Profiles

The TECH Global University student profile is that of professionals with extensive experience who understand the importance of continuing their studies during their working life. In this particular case, these are professionals with previous knowledge in the field of business who want to expand their scope of action toward managing human resources, and will achieve this through a high-quality curriculum.

A high-level program to teach professionals who seek excellence"

Average Age

Between **35** and **45** years old

Years of Experience

More than 15 years **25%**

Up to 5 years **16%**

5 to 10 years **31%**

10 to 15 years **28%**

Training

Labor Relationships **29%**

Psychology **27%**

Business **25%**

Social Sciences **6%**

Other **13%**

Academic Profile

Human Resources **29%**

Consulting **22%**

Heads of Department **15%**

Psychology **20%**

Other **14%**
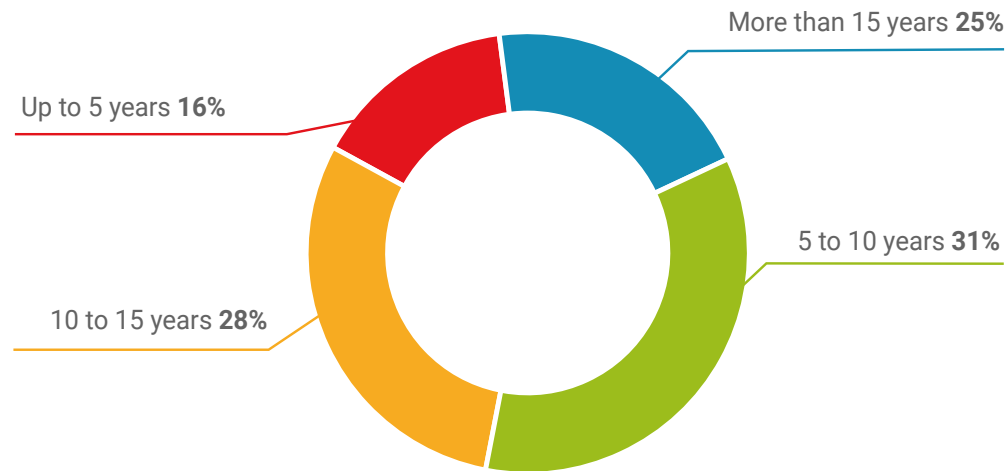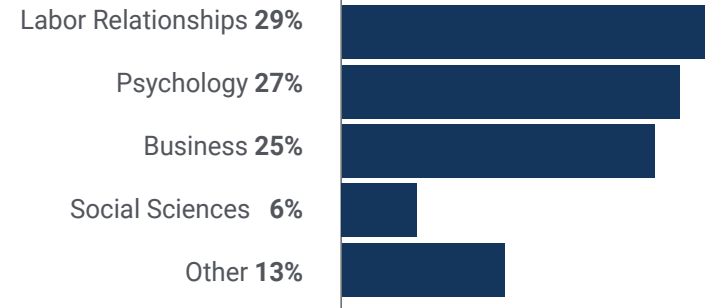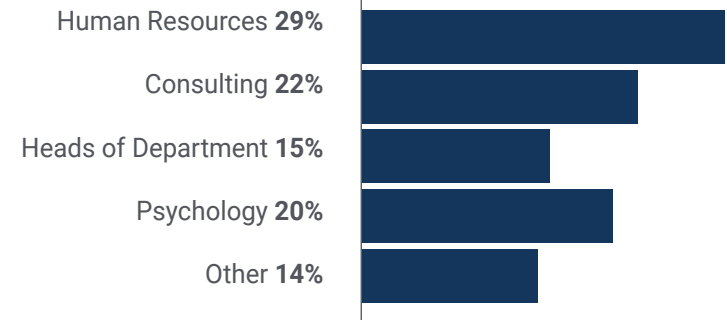
Geographical Distribution

Country	%
USA	**13%**
Spain	**37%**
Mexico	**19%**
Colombia	**7%**
Argentina	**8%**
Chile	**6%**
Peru	**3%**
Other	**7%**
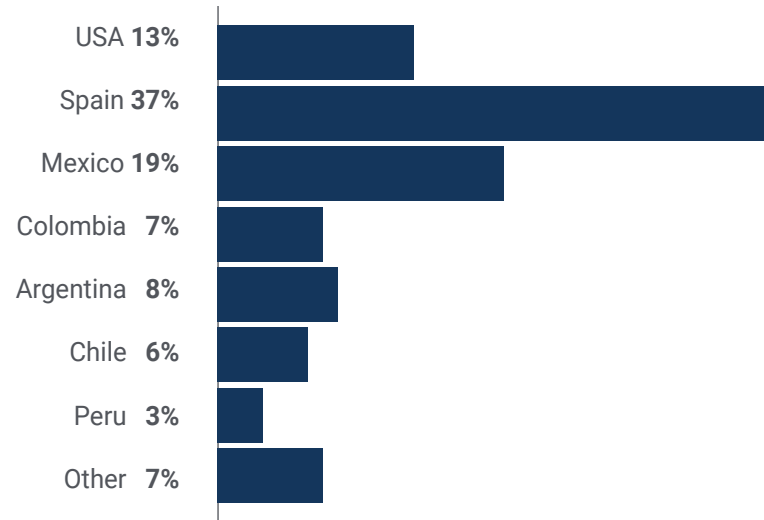
Jaime Martínez

HR Director

"Although I had been working in human resources for some time, I felt I needed to update my knowledge of labor relations. That's why I started searching, unsuccessfully, for programs that would add to my training. Luckily, TECH offered me the opportunity I wanted with this Advanced Master's Degree. Undoubtedly, a unique opportunity to grow professional in the field"

Impact on Your Career

This program is a unique opportunity for business professionals who wish to develop professionally in personnel management, since they will find in this Advanced Master's Degree the most comprehensive information available today on HR and labor relations. Undoubtedly, a program that will mark a before and after in student training, since it will allow them to catch up on the most relevant issues in the field.

" *Become an expert in labor relations and bring all your knowledge of the field to your company*"

Are you ready to take the leap?
Excellent professional development awaits you

The Advanced Master's Degree in Senior HR Management, Expert in Labor Relations is an intensive program that
prepare students to face business challenges and decisions, both nationally and internationally. Its main objective is to promote personal and professional growth. Helping students achieve success.
Therefore, those who wish to improve themselves, achieve a positive change at a professional level and interact with the best will find their place at TECH.

Get the job improvement you want thanks to the specialization that TECH offers you with this Advanced Master's Degree.

Specialize in HR and bring all your value to the company you work for.

When the change occurs

During the program	During the first year	After 2 years
23%	**51%**	**26%**

Type of change

Internal Promotion **35%**

Change of Company **26%**

Entrepreneurship **39%**

Salary increase

The completion of this program represents a salary increase of more than 25% for TECH students.

Salary before	A salary increase of	Salary after
$57,900	**25.22%**	**$72,500**

10
Benefits for Your Company

This TECH Global University Advanced Master's Degree in Senior HR Management, Expert in Labor Relations is an intensive program that prepares students to face challenges and business decisions, both on a national and international level. The main objective is to promote your personal and professional growth. Helping students achieve success.

Therefore, those who wish to improve themselves, achieve a positive change at a professional level and interact with the best will find their place at TECH.

"After completing this program, you will gain the necessary skills to offer your company a new way of managing labor relations"

Developing and retaining talent in companies is the best long-term investment.

01

Intellectual Capital and Talent Growth

The executive will introduce the company to new concepts, strategies, and perspectives that can bring about significant changes in the organization.

02

Retaining high-potential executives to avoid talent drain

This program strengthens the link between the company and the executive and opens new avenues for professional growth within the company.

03

Building agents of change

The manager will be able to make decisions in times of uncertainty and crisis, helping the organization overcome obstacles.

04

Increased international expansion possibilities

Thanks to this program, the company will come into contact with the main markets in the world economy.

05

Project Development

Managers will be able to work on a real project or develop new projects in the R&D or Business Development area of their company.

06

Increased competitiveness

This Advanced Master's Degree will equip students with the skills to take on new challenges and drive the organization forward.

11
Certificate

The Advanced Master's Degree in Senior HR Management, Expert in Labor Relations guarantees, in addition to the most rigorous and up-to-date training, access to an qualification issued by TECH Global University.

Successfully complete this program and receive your university qualification without having to travel or fill out laborious paperwork"

This program will allow you to obtain your **Advanced Master's Degree diploma in Senior HR Management, Expert in Labor Relations** endorsed by **TECH Global University**, the world's largest online university.

TECH Global University is an official European University publicly recognized by the Government of Andorra (*official bulletin*). Andorra is part of the European Higher Education Area (EHEA) since 2003. The EHEA is an initiative promoted by the European Union that aims to organize the international training framework and harmonize the higher education systems of the member countries of this space. The project promotes common values, the implementation of collaborative tools and strengthening its quality assurance mechanisms to enhance collaboration and mobility among students, researchers and academics.

This **TECH Global University** title is a European program of continuing education and professional updating that guarantees the acquisition of competencies in its area of knowledge, providing a high curricular value to the student who completes the program.

Title: **Advanced Master's Degree in Senior HR Management, Expert in Labor Relations**

Modality: **online**

Duration: **2 years**

Accreditation: **120 ECTS**

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tech global university

Mr./Ms. _____, with identification document _____ has successfully passed and obtained the title of:

Advanced Master's Degree in Senior HR Management, Expert in Labor Relations

This is a program of 3,000 hours of duration equivalent to 120 ECTS, with a start date of dd/mm/yyyy and an end date of dd/mm/yyyy.

TECH Global University is a university officially recognized by the Government of Andorra on the 31st of January of 2024, which belongs to the European Higher Education Area (EHEA).

In Andorra la Vella, on the 28th of February of 2024

Dr. Pedro Navarro Illana
Rector

Unique TECH Code: AFWORD23S   techtitute.com/certificates

Advanced Master's Degree in Senior HR Management, Expert in Labor Relations

General Structure of the Syllabus

Year	Subject	ECTS	Type	Year	Subject	ECTS	Type
1º	Strategic Human Resources (HR) Management	6	CO	1º	Labor Law	6	CO
1º	HR Management and Administration Processes	6	CO	1º	Collective Labor Law	6	CO
1º	Organizational Behavior	6	CO	1º	Performance Management and Compensation Policy	6	CO
1º	Financial Management and Management	6	CO				
1º	Executive Coaching	6	CO	1º	Outsourcing, Self-Employment and Special Labor Relations	6	CO
1º	Talent Management	6	CO				
1º	Strategic Communication	6	CO	1º	Occupational Health, Safety and Prevention	6	CO
1º	Ethics and Corporate Social Responsibility	6	CO	1º	Change Management	6	CO
1º	Human Resources Digital Transformation	6	CO	1º	Complementary Social Protection and Social	6	CO
1º	Labor Relations Theory	6	CO	1º	Action in Companies	12	CO
1º	Social Security	6	CO				
1º	Personnel Administration	6	CO				

Dr. Pedro Navarro Illana
Rector

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*Apostille Convention. In the event that the student wishes to have their paper diploma issued with an apostille, TECH Global University will make the necessary arrangements to obtain it, at an additional cost.

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Advanced Master's Degree
Senior HR Management,
Expert in Labor Relations

- » Modality: **online**
- » Duration: **2 years**
- » Certificate: **TECH Global University**
- » Credits: **120 ECTS**
- » Schedule: **at your own pace**
- » Exams: **online**

Advanced Master's Degree
Senior HR Management, Expert in Labor Relations

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