

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

A M D S H M E L R





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

- » Modality: online
- » Duration: 2 years
- » Certificate: TECH Technological University
- » Dedication: 16h/week
- » Schedule: at your own pace
- » Exams: online

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

Index

01

Welcome

p. 4

02

Why Study at TECH?

p. 6

03

Why Our Program?

p. 10

04

Objectives

p. 14

05

Skills

p. 20

06

Structure and Content

p. 26

07

Methodology

p. 42

08

Our Students' Profiles

p. 50

09

Impact on Your Career

p. 54

10

Benefits for Your Company

p. 58

11

Certificate

p. 62

01 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 Technological University



“

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

02

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 Technological 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 groundbreaking 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 Technological University community.

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

04 Objectives

This TECH Technological 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

04

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

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

05

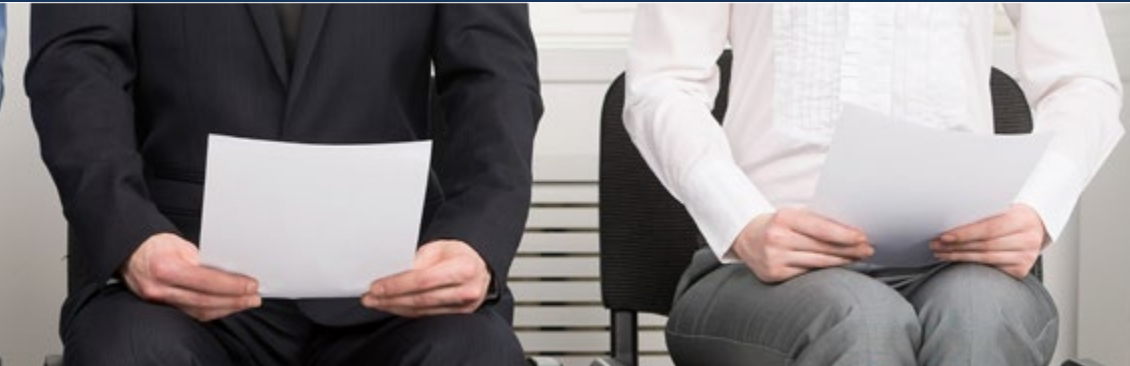
Develop cutting-edge methodologies and techniques in people management and talent development within the organization, through a strategic and innovative vision that favors challenges such as digital transformation and its impact on culture, business and talent management

06

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

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

07

Understand the financial and accounting bases of personnel management

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 Technological 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

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

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

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

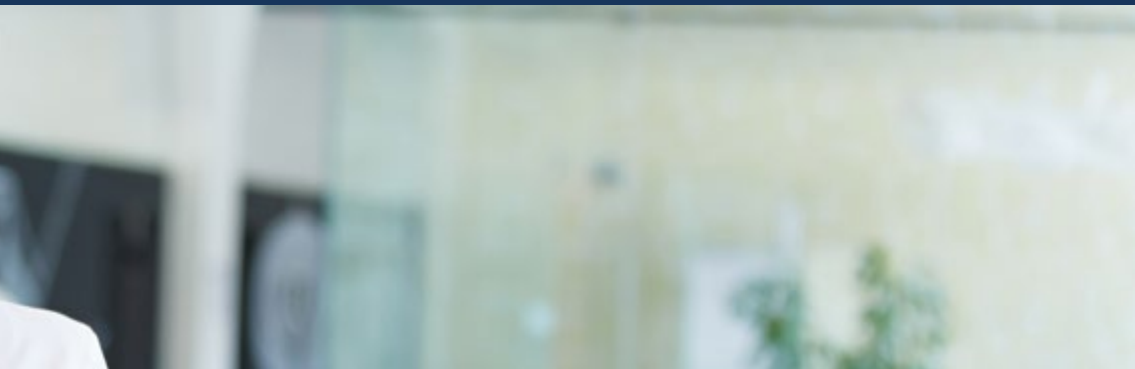
Participate in helping management understand the importance of good working relationships with employees

17

Correctly implement plans to care for and watch over personnel health

20

Implement plans designed to increase effective and successful talent management



06

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 Technological 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 1	Strategic Human Resources (HR) Management
Module 2	HR Management and Administration Processes
Module 3	Organizational Behavior
Module 4	Financial Management and <i>Management</i>
Module 5	<i>Executive Coaching</i>
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	<i>Outsourcing, Self-Employment and Special Labor Relations</i>
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. <i>Neuromanagement</i>	5.2. Self-Control and Self-Efficiency	5.3. <i>Coaching</i>	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. <i>Employer Branding</i>	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

07

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.



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.





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 Technological 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.





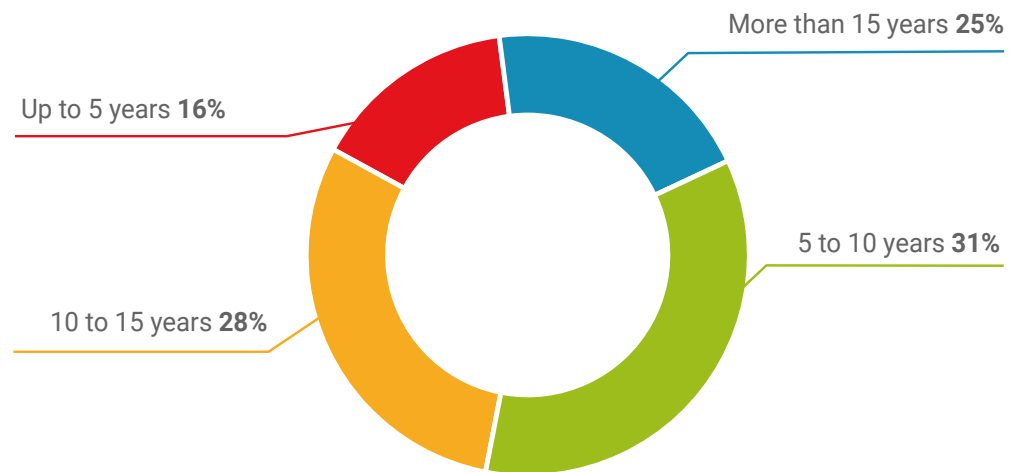
“

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

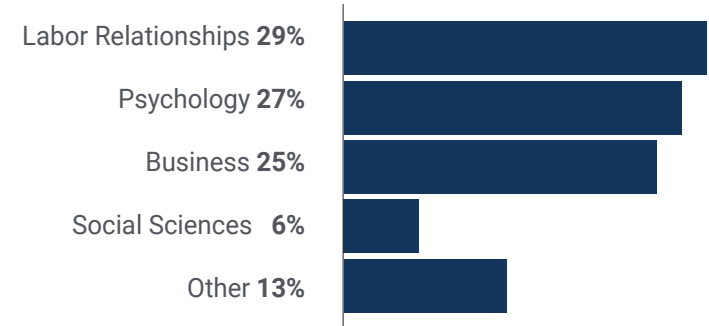
Average Age

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

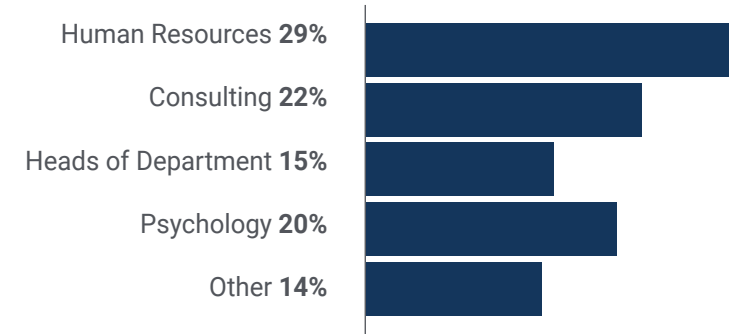
Years of Experience



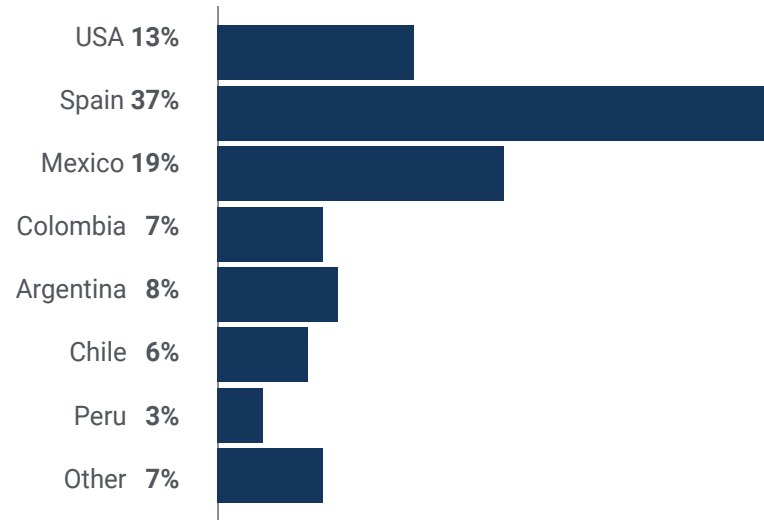
Training



Academic Profile



Geographical Distribution



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"

09

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”

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

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.

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

When the change occurs



Type of change



Salary increase

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



10

Benefits for Your Company

This TECH Technological 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 Technological University.



“

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

This **Advanced Master's Degree in Senior HR Management, Expert in Labor Relations** contains the most complete and up-to-date program on the market.

After the student has passed the assessments, they will receive their corresponding **Advanced Master's Degree** diploma issued by **TECH Technological University** via tracked delivery*.

The certificate issued by **TECH Technological University** will reflect the qualification obtained in the Advanced Master's Degree, and meets the requirements commonly demanded by labor exchanges, competitive examinations, and professional career evaluation committees.

Title: **Advanced Master's Degree in Senior HR Management, Expert in Labor Relations**
 Official Number of Hours: **3,000 h.**



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



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

- » Modality: online
- » Duration: 2 years
- » Certificate: TECH Technological University
- » Dedication: 16h/week
- » Schedule: at your own pace
- » Exams: online

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

