

Postgraduate Diploma Individual Employment Contract





Postgraduate Diploma Individual Employment Contract

- » Modality: online
- » Duration: 6 months
- » Certificate: TECH Global University
- » Credits: 24 ECTS
- » Schedule: at your own pace
- » Exams: online

Website: www.techtute.com/us/school-of-business/postgraduate-diploma/postgraduate-diploma-individual-employment-contract

Index

01

Welcome

p. 4

02

Why Study at TECH?

p. 6

03

Why Our Program?

p. 10

04

Objectives

p. 14

05

Structure and Content

p. 18

06

Methodology

p. 28

07

Our Students' Profiles

p. 36

08

Course Management

p. 40

09

Impact on Your Career

p. 44

10

Benefits for Your Company

p. 48

11

Certificate

p. 52

01

Welcome

The Individual Employment Contract is the main legal tool used by companies to incorporate new personnel into their ranks. Delving into it, therefore, is an essential tactical advantage, since it allows us to know the possibilities that one has when facing projects or jobs of various kinds. The professional who has this knowledge is essential in any business organization, so TECH has developed this comprehensive program that includes the legal content necessary to help boost the career and personal corporate projects of everyone who takes it. A unique opportunity to achieve a substantial improvement in both professional quality and salary.



Postgraduate Diploma in Individual Employment Contract
TECH Global University



“

Become an expert in Individual Employment Contract and provide your business with essential legal and business knowledge”

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 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:



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.



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"

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.

04

Objectives

The objective of this program is to provide all students with both basic and advanced skills in matters related to the Individual Employment Contract Thus, professionals will be able to offer legal solutions to issues that, without proper advice, could be problematic.



“

You will become a key part of your company's strategy, who will come to you for quick and effective solutions to complex problems related to the contracting of individuals”

TECH makes the goals of their students their own goals too.
Working together to achieve them.

The Postgraduate Diploma in Individual Employment Contract will enable students to:

01

Recognize the applicable labor conditions according to the source of labor law in which they are included

04

Learn, with criteria, the different existing contracting modalities to better adapt them to the business needs

02

Acquire a comprehensive knowledge of the defining characteristics of the employment relationship and have a notion of the different forms of business organization and the subsequent labor liabilities that may arise from this type of decisions

03

Know how to face a selection and recruitment process in an efficient way, being able to know all those issues that are required in relation to the entry of the worker in the company

05

Be aware of their rights according to the type of contract in order to avoid possible frauds



06

Understand the basic rights and duties of workers, especially the protection of fundamental rights

08

Possess basic skills to be able to provide advice on ordinary labor management tasks

09

Learn about time registration, working hours, overtime, rest breaks, vacations, modification of working conditions, leaves of absence, contract suspensions and leaves of absence

07

Advise on the control of labor activity through technological means and the repercussions that may exist if such control is carried out in violation of any workers rights

10

Have a general overview of the termination of the employment relationship



05

Structure and Content

The Postgraduate Diploma in Individual Employment Contract is a program that adapts to the needs of students, giving them the necessary flexibility to adapt all the educational content to their own schedules and interests.

Throughout the 6-month program, students will understand the full reality of the Individual Employment Contract, including the relevant particularities.



“

Thanks to this program, you will be able to substantially improve your chances of career advancement, providing specialized knowledge in the field of contracting that will set you apart from the rest”

Syllabus

The Postgraduate Diploma in Individual Employment Contract of TECH Global University is an intensive program that prepares its students to face all the possible vicissitudes when dealing with issues of the Individual Employment Contract.

The content of the Postgraduate Diploma in Individual Employment Contract is designed to foster the development of managerial skills in the students, giving them the necessary tools to deal with any labor contracting problem in an agile and efficient way.

Throughout the 600-hour program, students will analyze a multitude of practical cases through individual practice and teamwork. It is, therefore, an authentic immersion in real business situations.

A plan that prepares students to achieve excellence in the field of labor law. Supported by innovative content and a large amount of audiovisual material, they will be able to start applying the methodology learned as they go, seeing the benefits of the knowledge as they take the program.

This program takes place over 6 months and is divided into 4 modules:

Module 1.

The Employment Relationship, the Employer and the Employment Contract

Module 2.

The modalities of employment contracting and the managerial power of the employer

Module 3.

Vicissitudes of the Labor Relationship: Working Hours, Rest Periods, Modification of Conditions and Interruption of the Labor Relationship

Module 4.

Termination of the Labor Relationship



Where, When and How is it Taught?

TECH offers the possibility of developing this Postgraduate Diploma in Individual Employment Contract completely online. Throughout the 6 months of the program, you will be able to access all the contents of this program at any time, allowing you to manage your study time.

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

Module 1. The Employment Relationship, the Employer and the Employment Contract

1.1. Sources of Labor Law I

- 1.1.1. Labor Content of the Spanish Constitution of 1978
- 1.1.2. International and Supranational Standards
- 1.1.3. Rules with the Force of Law
- 1.1.4. Regulations and Other Regulatory Provisions

1.2. Sources of Labor Law II

- 1.2.1. The Individual Employment Contract
- 1.2.2. Custom and General Principles of Law
- 1.2.3. The Most Beneficial Condition
- 1.2.4. The Criteria for the Arrangement of Concurrent Labor Standards

1.3. The Concept of Worker: Definitional Notes and Gray Areas

- 1.3.1. The Assumptions of labor: Personal Service, Voluntary, Remunerated, Dependency and Dependence
- 1.3.2. Special Labor Relationships
- 1.3.3. Activities Excluded from Labor Legislation

1.4. The Labor Employer I

- 1.4.1. Concept of Employer in Labor Law
- 1.4.2. The Company, the Work Center and the Productive Unit
- 1.4.3. Groups of Companies for Labor Purposes
- 1.4.4. Outsourcing of Services: Contracts and Subcontracts

1.5. The Labor Employer II

- 1.5.1. Illegal Assignment of Workers
- 1.5.2. The Transfer of the Company

1.6. Recruitment and Selection of Workers

- 1.6.1. The Employee Recruitment Process
- 1.6.2. The Employee Selection Process
- 1.6.3. Discrimination in Access to Employment
- 1.6.4. Affirmative Action Measures in Access to Employment

1.7. Labor Contracting: Limits and Essential Elements

- 1.7.1. Ability to Work
- 1.7.2. Limitations on Employment of Minors
- 1.7.3. The Form of the Employment Contract
- 1.7.4. The Ineffectiveness of the Employment Contract
- 1.7.5. The Basic Copy of the Employment Contract
- 1.7.6. Protection of Personal Data

1.8. Covenants Ancillary to the Employment Contract

- 1.8.1. The Agreement of Full Dedication or Exclusivity in the Labor Performance
- 1.8.2. The Company's Permanence Pact
- 1.8.3. The Prohibition of Post-contractual Competition

1.9. The Legal Regime of the Probationary Period

- 1.9.1. The Probationary Period Agreement and its Duration
- 1.9.2. Free Withdrawal During the Trial Period
- 1.9.3. Withdrawal during the Probationary Period of a Pregnant Worker

1.10. The Rights of Workers over their Intellectual Creations

- 1.10.1. Exploitation Rights of Workers' Creations: Requirements and Scope
- 1.10.2. Exploitation Rights of Computer Creations
- 1.10.3. Moral Rights

Module 2. The modalities of labor contracting and the managerial power of the employer

2.1. Indefinite-Term Contracts

- 2.1.1. The Ordinary Indefinite Term Contract
- 2.1.2. The Promotion of Permanent Hiring
- 2.1.3. Discontinuous Fixed Term and Periodic Fixed Term Contracts

2.2. Temporary Hiring I

- 2.2.1. The Contract for a Specific Work or Service
- 2.2.2. Temporary Contracts due to Production Circumstances
- 2.2.3. The Interim Contract

2.3. Temporary Hiring II

- 2.3.1. The Training and Apprenticeship Contract
- 2.3.2. Internship Contracts

2.4. Temporary Hiring III

- 2.4.1. Provisions Common to Temporary Contracting
- 2.4.2. Other Types of Temporary Contracts
- 2.4.3. Temporary Employment Agencies (TEAs)

2.5. The Part-Time Contract and its Varieties

- 2.5.1. The Common Part-Time Contract
- 2.5.2. Aspects Related to Part-Time Contracts
- 2.5.3. Supplementary Hours
- 2.5.4. Partial Retirement and Relief Contracts

2.6. Telecommuting and Teleworking

- 2.6.1. The Voluntary Nature of Telecommuting
- 2.6.2. The Requirements to be Included in the Contract
- 2.6.3. The Day and the Digital Disconnection
- 2.6.4. Control of Labor Activity

2.7. The Right to Effective Employment and Fundamental Workers' Rights

- 2.7.1. The Right to Effective Occupancy
- 2.7.2. Fundamental Rights Specific to the Employment Relationship
- 2.7.3. Fundamental Rights not Specific to the Employment Relationship
- 2.7.4. Compensation for Damages: Moral Damages

2.8. Duties of the Employee

- 2.8.1. The Duty not to Compete with the Company's Activity
- 2.8.2. Duty of Care and Good Faith
- 2.8.3. The Duty to Observe Safety and Health Measures
- 2.8.4. The Duty to Comply with the Employer's Orders and Instructions

2.9. Managerial Power and New Technological Control Mechanisms

- 2.9.1. The Managerial Power of the Entrepreneur
 - 2.9.1.1. Control of Lockers and Personal Belongings
- 2.9.2. The Power of Management and New Surveillance and Control Mechanisms
 - 2.9.2.1. IT Control of Technological Tools
 - 2.9.2.2. Control via Geolocation or GPS Systems
 - 2.9.2.3. Monitoring through CCTV Systems

2.10. Determination of Employee Benefits and Functional Mobility

- 2.10.1. Determination of Work Performance: General Aspects
- 2.10.2. The Professional Classification System: Professional Groups
- 2.10.3. Functional Mobility and Corporate *ius variandi*
 - 2.10.3.1. General Requirements: Qualification and Respect for the Worker's Dignity
 - 2.10.3.2. Functional Mobility within the Professional Group: Horizontal
 - 2.10.3.3. Functional Mobility outside the Professional Group: Vertical

Module 3. Vicissitudes of the labor relationship: working hours, rest periods, modification of conditions and interruption of the labor relationship.

3.1. Working Time: The Working Day

- 3.1.1. Ordinary Working Hours
 - 3.1.1.1. Duration of the Day
 - 3.1.1.2. Distribution of the Day
- 3.1.2. Special Workdays due to the Activity
- 3.1.3. Special Days for Personal Reasons
- 3.1.4. Obligation to Register

- 3.1.5. Overtime
 - 3.1.5.1. Concept and Classification
 - 3.1.5.2. Nature
 - 3.1.5.3. Compensation for its Execution
 - 3.1.5.4. Prohibition
 - 3.1.5.5. Records
 - 3.1.5.6. Working Hours
- 3.1.6. Timetable
- 3.1.7. Night Work and Night Worker
- 3.1.8. Shift Work

3.2. Adaptation of Working Hours and Work-Life Balance Rights

- 3.2.1. Reduction in Working Hours for Infant Care
- 3.2.2. Absence or Reduction of the Working Day due to Premature Childbirth or Hospitalization of the Newborn.
- 3.2.3. Reduction of Working Hours for Reasons of Legal Guardianship of Minors, Family Members or Handicapped Persons

- 3.2.4. Reduction of Working Hours or Adaptation in the Case of a Minor Affected by Cancer or any other Serious Disease
- 3.2.5. Reduction of Working Hours due to Gender Violence or Terrorism
- 3.2.6. Reduced Working Hours to receive OHS training

3.3. The Annual Vacation and Rest Regime

- 3.3.1. The Work Calendar
- 3.3.2. The Rest Regime
 - 3.3.2.1. Rest During the Day
 - 3.3.2.2. Rest Between Shifts
 - 3.3.2.3. Weekly Rest
- 3.3.3. Holidays

- 3.3.4. Vacations
 - 3.3.4.1. Commencement, Duration and Accrual
 - 3.3.4.2. Proportionality and Computable Periods
 - 3.3.4.3. Coincidence of Vacations with Sick Leave Situations
 - 3.3.4.4. Vacation Time
 - 3.3.4.5. Payable Nature and the Possibility of Substitution

3.4. The Wage Benefit

- 3.4.1. Concept and Function of Salaries
- 3.4.2. Salary in Cash and in Kind
- 3.4.3. Non-Salary Benefits
- 3.4.4. Wage Systems: Procedures for their Determination
- 3.4.5. Salary Structure
 - 3.4.5.1. Base Salary
 - 3.4.5.2. Salary Supplements
 - 3.4.5.3. Consolidation of Salary Supplements
- 3.4.6. Extraordinary Payments

- 3.4.7. Wage Determination
 - 3.4.7.1. Minimum Interprofessional Salary
 - 3.4.7.2. Professional Salary
 - 3.4.7.3. Contractual Salary
- 3.4.8. The Salary Absorption and Compensation Mechanism
- 3.4.9. Payment of Salary
- 3.4.10. Wage Protection
 - 3.4.10.1. Non-attachability of Wages
 - 3.4.10.2. Wages as a Privileged Credit

<p>3.5. Geographic Mobility of Workers</p> <ul style="list-style-type: none"> 3.5.1. Concept and Characteristics 3.5.2. The Legal Regime of Transfers <ul style="list-style-type: none"> 3.5.2.1. Concept 3.5.2.2. Causal Element 3.5.2.3. Types of Transfers 3.5.2.4. Procedure 3.5.3. The Legal Regime of Movements <ul style="list-style-type: none"> 3.5.3.1. Concept 3.5.3.2. Causal Element 3.5.3.3. Procedure 3.5.3.4. Effects 	<p>3.6. Substantial Modification of Working Conditions</p> <ul style="list-style-type: none"> 3.6.1. Scope of Article 41, ET and Excluded Assumptions 3.6.2. Causal Element 3.6.3. Working Conditions Subject to Change 3.6.4. Concept of Substantial Modification 3.6.5. Type of Substantial Modification: Individual or Collective 3.6.6. Procedure <ul style="list-style-type: none"> 3.6.6.1. Individual Modification 3.6.6.2. Collective Modification 3.6.7. Substantial Modification of Working Conditions Provided for in a Statutory Collective Agreement: Article 82.3 ET 	<p>3.7. Modifications of Working Conditions at the Employee's Will</p> <ul style="list-style-type: none"> 3.7.1. Promotions <ul style="list-style-type: none"> 3.7.1.1. Concept 3.7.1.2. Legal Regime 3.7.2. Family Reunification 3.7.3. Purpose 3.7.4. Legal Regime 3.7.5. Objective Causes <ul style="list-style-type: none"> 3.7.5.1. Protection of Female Workers who are Victims of Gender Violence and Terrorism 3.7.5.2. Protection of Persons with Disabilities 3.7.5.3. Protection of the Worker's Physical Integrity 	<p>3.8. Interruption of Employment Benefits: Paid Leaves of Absence</p> <ul style="list-style-type: none"> 3.8.1. Concept and Characteristics 3.8.2. Types of Permits 3.8.3. Other Interruptions of Work for Reasons Not Imputable to the Worker 3.8.4. Effects and Enjoyment
<p>3.9. Suspension of the Employment Contract due to Business Causes or Force Majeure</p> <ul style="list-style-type: none"> 3.9.1. Concept and Characteristics 3.9.2. Causes for Suspension <ul style="list-style-type: none"> 3.9.2.1. Suspension of the Contract at the Will of the Parties 3.9.2.2. Suspension due to Temporary Disability 3.9.2.3. Suspension for Family Reasons 3.9.2.4. Suspension at the Employee's Will 3.9.2.5. Worker Victim of Gender Violence 	<ul style="list-style-type: none"> 3.9.2.6. Exercise of the Right to Strike 3.9.2.7. Suspension at Will of the Company 3.9.2.8. For Disciplinary Reasons 3.9.2.9. Due to Legal Closure of the Company 3.9.3. Suspension and Reduction of Working Hours due to Business Causes 3.9.4. Suspension and Reduction of Working Hours due to Force Majeure 	<p>3.10. The Legal Regime of Leave of Absence from Work</p> <ul style="list-style-type: none"> 3.10.1. Concept and Typology 3.10.2. Forced Leave of Absence <ul style="list-style-type: none"> 3.10.2.1. Appointment or Election to Public Office 3.10.2.2. Union Positions 3.10.2.3. Effects 	<ul style="list-style-type: none"> 3.10.3. Leave of Absence for Child and Family Care <ul style="list-style-type: none"> 3.10.3.1. Assumptions 3.10.3.2. Effects 3.10.4. Voluntary Leave of Absence <ul style="list-style-type: none"> 3.10.4.1. Requirements 3.10.4.2. Effects

Module 4. Termination of the Labor Relationship

<p>4.1. Termination of the Employment Contract by the Joint Will of the Parties</p> <p>4.1.1. Termination of Contract by Mutual Agreement of the Parties 4.1.1.1. Concept 4.1.1.2. Requirements 4.1.1.3. Effects</p> <p>4.1.2. Termination of a Contract for Causes Validly Stated in the Contract: Concept and Requirements</p> <p>4.1.3. Termination of the Contract due to Expiration of the Agreed Time or Performance of the Work or Service under Contract</p>	<p>4.2. Termination of the Employment Contract for Other Causes Related to the Parties to the Contract</p> <p>4.2.1. Death, Retirement, Incapacity or Extinction of the Legal Personality of the Entrepreneur</p> <p>4.2.2. Death, Retirement or Disability of the Employee</p>	<p>4.3. Voluntary Termination or Termination of the Employee</p> <p>4.3.1. Concept of Resignation and Abandonment</p> <p>4.3.2. Resignation with Notice</p> <p>4.3.3. Notice of Resignation</p> <p>4.3.4. Formal Aspects and Effects</p> <p>4.3.5. Resignation of Senior Management Personnel</p>	<p>4.4. Termination of the Employment Contract at the Employee's Will due to a Breach of Contract by the Company.</p> <p>4.4.1. Termination of the Contract for Breach of Contract by the Company: Causes 4.4.1.1. Substantial Modifications that Result in the Impairment of the Worker's Dignity 4.4.1.2. Lack of Payment or Continued Delinquencies 4.4.1.3. Other Serious Corporate Noncompliance</p> <p>4.4.2. Procedure</p> <p>4.4.3. Effects</p>
<p>4.5. Disciplinary Dismissal</p> <p>4.5.1. Concept and Characteristics</p> <p>4.5.2. Causes 4.5.2.1. Repeated Absences in Attendance or Punctuality 4.5.2.2. Indiscipline or Disobedience in the Workplace 4.5.2.3. Verbal or Physical Offenses</p>	<p>4.5.2.4. Breach of Contractual Good Faith and Abuse of Trust in the Performance of Work</p> <p>4.5.2.5. Continuous and Voluntary Decrease in performance</p> <p>4.5.2.6. Habitual Drunkenness or Drug Addiction</p> <p>4.5.2.7. Discriminatory Harassment of</p>	<p>the Employer or Persons Working in the Company</p> <p>4.5.3. Form and Procedure 4.5.3.1. The Letter of Dismissal 4.5.3.2. The Effective Date 4.5.3.3. Notification of Dismissal to the Employee</p> <p>4.5.4. The Disciplinary Dismissal Procedure in the Case of Workers' Legal Representatives</p>	<p>4.6. Termination of the Employment Contract for Objective Causes: Objective Dismissal</p> <p>4.6.1. Concept and Legal Regime</p> <p>4.6.2. Causes 4.6.2.1. Worker Ineptitude 4.6.2.2. Lack of Adaptation to Technical Changes in the Workplace</p>
<p>4.6.2.3. Economic, Technical, Organizational and Production Causes</p> <p>4.6.2.4. Insufficient Budgetary Appropriation</p> <p>4.6.3. Formal and Procedural Requirements 4.6.3.1. The Provision of Compensation 4.6.3.2. The Letter of Dismissal 4.6.3.3. The Notice Period and the Hours of Leave to Find Employment</p> <p>4.6.4. Priority of Permanence</p>	<p>4.7. Collective Dismissal</p> <p>4.7.1. Concept and Characteristics</p> <p>4.7.2. Causes 4.7.1.1. Economic Reasons 4.7.1.2. Organizational Causes 4.7.1.3. Technical Reasons 4.7.1.4. Productive Causes</p>	<p>4.7.3. Scope of the Impact of the Causes: Benchmarks</p> <p>4.7.4. The Procedure 4.7.4.1. Collective Phase of Collective Dismissal: Consultation Period and Negotiation Process 4.7.4.2. Individual Phase of Collective Dismissal</p>	<p>4.7.5. Brief Reference to Collective Dismissal in Bankrupt Companies</p>



06

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.



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

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.

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.



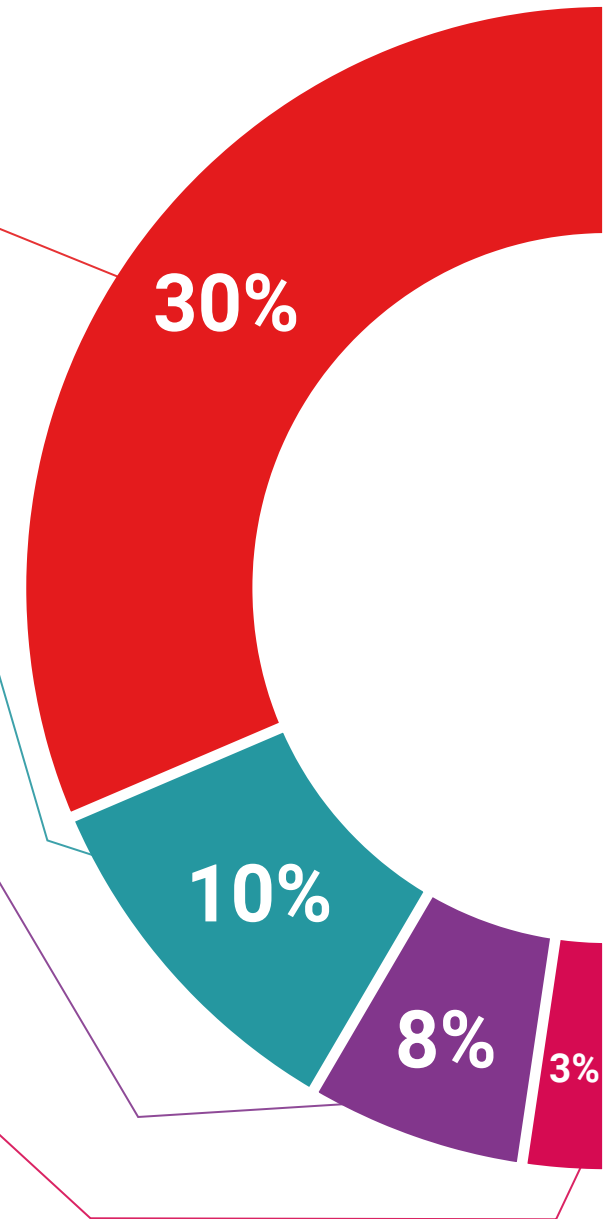
Management Skills Exercises

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.



07

Our Students' Profiles

The Postgraduate Diploma is aimed at university graduates, students with a postgraduate certificate, or with bachelor's degree, who have previously completed a degree in the field of labor law.

The Postgraduate Diploma can also be taken by professionals who, being university graduates in any field, have two years of work experience in the field of Labor Advisory.





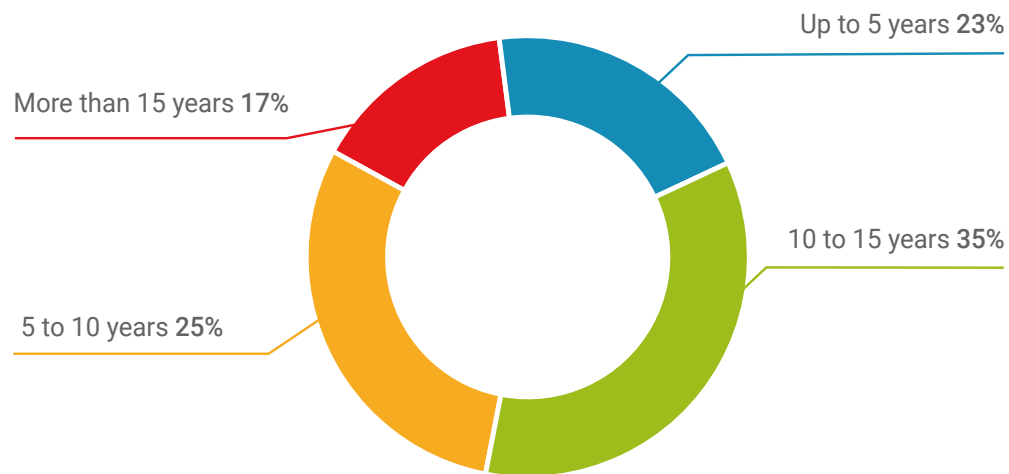
“

If you have experience in labor law and wish to give a quality boost to your career, you are in the right place”

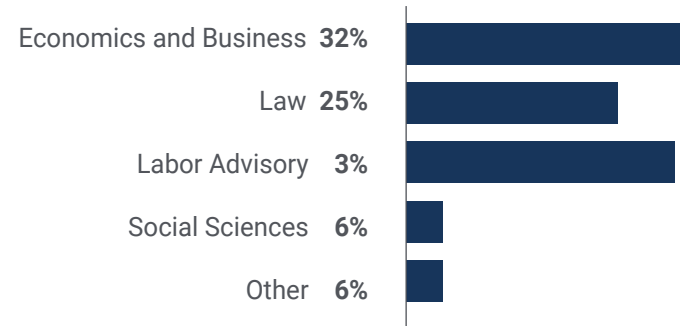
Average Age

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

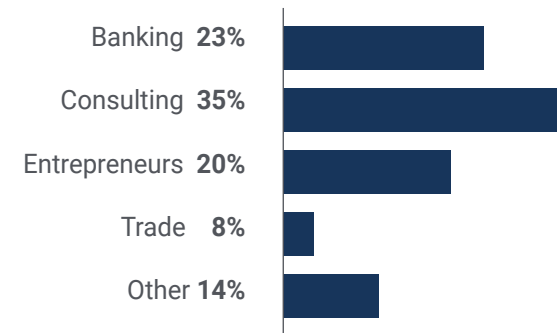
Years of Experience



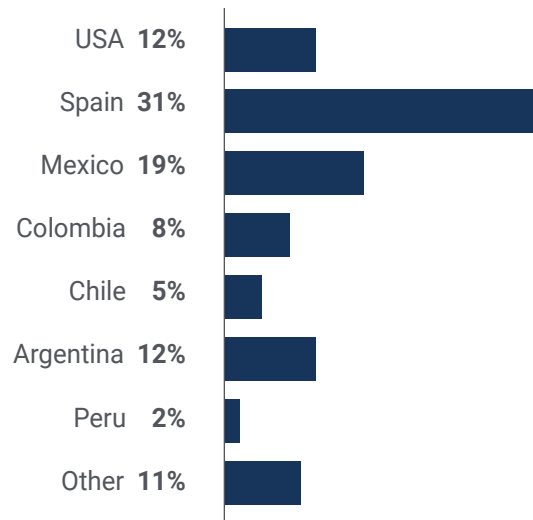
Training



Educational Profile



Geographical Distribution



Sara María Urquiza

Lawyer

"With the knowledge from this program, I was able to manage the contract management of my company much better, which guaranteed me more responsibility as well as a better salary compensation."

08

Course Management

The program includes in its teaching staff leading experts in Individual Employment Contract, who bring their extensive experience to this Postgraduate Diploma. Furthermore, other renowned specialists in related disciplines participate in designing and preparing the course, making it a unique and highly nourishing academic experience for students.



“

Our teaching team will help you consolidate your knowledge so that you can apply it with confidence in your daily practice”

Management



Mr. Taléns Visconti, Eduardo Enrique

- ♦ Degree in Law from the University of Valencia
- ♦ Official Master Degree in Law, Company and Justice University of Valencia
- ♦ PhD in Law, Company and Justice University of Valencia
- ♦ Specialization Diploma in Labor Mediation University of Valencia

Professors

Mr. Ramos Moragues, Francisco

- » European PhD in Labor and Center Social Security Law. University of Bologna
- » Doctor in Labor and Center Social Security Law. University of Valencia
- » Bachelor's Degree in Law - Center University of Valencia
- » Postgraduate Diploma in Labor Relations. Faculty of Health Sciences, University of Valencia



09

Impact on Your Career

TECH is aware that studying a program like this entails great economic, professional and, of course, personal investment.

The ultimate goal of this great effort should be to achieve professional growth.





“

You will gain a better perspective on your work through professional management of complex contractual issues”

Are you ready to take the leap? An excellent professional improvement awaits you

TECH's Postgraduate Diploma in Individual Employment Contract prepares students to achieve professional success with advanced knowledge of everything surrounding the Individual Employment Contract.

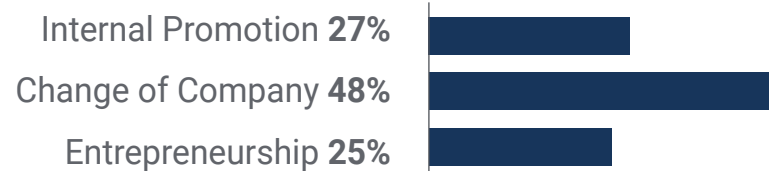
Don't miss the opportunity to train with us and you will find the career boost you were looking for.

If you want to make a positive change in your career, the Postgraduate Diploma in Individual Employment Contract will help you achieve it.

Time of Change



Type of Change



Salary Increase

This program represents a salary increase of more than **25.22%** for our students.



10

Benefits for Your Company

The Postgraduate Diploma in Individual Employment Contract contributes to elevate an organization's talent to its maximum potential by creating high-level leaders. Therefore, participating in this program will not only improve you on a personal level, but, above all, on a professional level, enhancing your education and improving your managerial skills. Additionally, joining TECH's educational community is a unique opportunity to access a powerful network of contacts in which to find future professional partners, clients, or suppliers.





“

Bring a new working vision to your daily practice and achieve greater benefits for you and your company"

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

01

Intellectual Capital and Talent Growth

Professionals will bring to their companies new concepts, strategies and perspectives that can bring about relevant changes in the organization.

02

Retaining high-potential executives to avoid talent drain

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

03

Building agents of change

They will be able to make decisions in times of uncertainty and crisis, helping the organization to 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

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

06

Increased competitiveness

This program will provide students with the skills to take on new challenges and drive the organization forward.

11

Certificate

The Postgraduate Diploma in Individual Employment Contract guarantees students, in addition to the most rigorous and up-to-date education, access to a Postgraduate Diploma 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 **Postgraduate Diploma in Individual Employment Contract** 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: **Postgraduate Diploma in Individual Employment Contract**

Modality: **online**

Duration: **6 months**

Accreditation: **24 ECTS**



*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.



Postgraduate Diploma Individual Employment Contract

- » Modality: **online**
- » Duration: **6 months**
- » Certificate: **TECH Global University**
- » Credits: **24 ECTS**
- » Schedule: **at your own pace**
- » Exams: **online**

Postgraduate Diploma Individual Employment Contract