



Corporate Social Protection

» Modality: online

» Duration: 6 months

» Certificate: TECH Global University

» Credits: 24 ECTS

» Schedule: at your own pace

» Exams: online

» Target Group: Graduates or professionals in the field of Human Resources, Labor Relations and Psychology, who wish to deepen their knowledge in this field.

Website: www.techtitute.com/us/school-of-business/postgraduate-diploma/postgraduate-diploma-labor-relations-corporate-social-protection

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# 01 **Welcome**

Good Labor Relations are indispensable nowadays for the success of a business, because given the high competition in many sectors it is crucial to have a motivated staff that achieves its objectives and increases the overall performance of the company. It is also of vital importance to have a good system of corporate Social Protection, given the validity and relevance of community movements to impact the image of the company and its own productivity. TECH presents this qualification for all professionals who want to obtain a better specialization in these two fields, being able to access better jobs in the Labor Relations sector.









### tech 08 | Why Study at TECH?

#### 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+

200+

executives trained each year

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.



#### 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 Harvard Business School case studies"

### Why Study at TECH? | 09 **tech**

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 methodology (the most internationally recognized postgraduate learning methodology) with Harvard Business School case studies. A complex balance of traditional and state-of-the-art methods, within the most demanding academic framework.



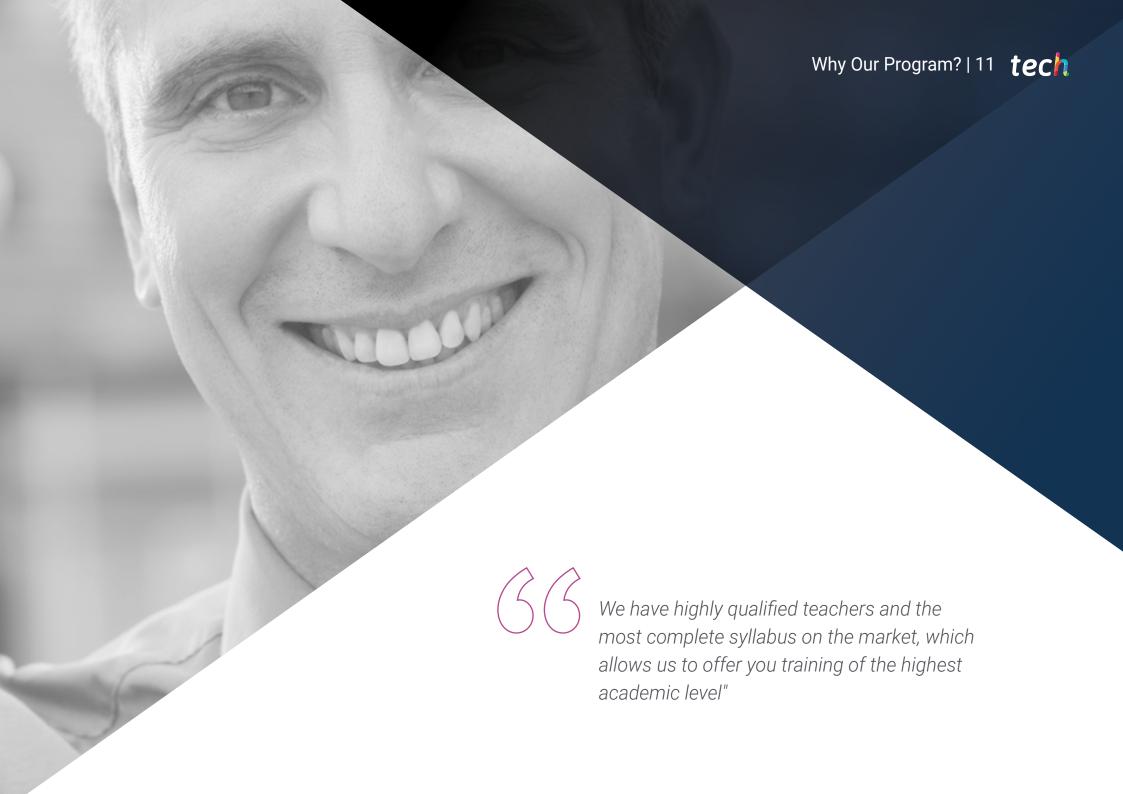
#### **Economy of Scale**

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



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.



### tech 12 | Why Our Program?

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



#### 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.



## 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.



#### 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.



#### 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.



#### 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.



### 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.



#### 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.



#### 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.





### tech 16 | Objectives

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

The Postgraduate Diploma in Labor Relations and Corporate Social Protection will enable the student to:



Identify the different forms of labor throughout history and in different social-political models



Differentiate the types of contracting and contractual termination



Recognize union policy for worker representation



Intervene in labor relations between employer and employee





Manage bonuses for specific groups on an equal opportunity basis



Perform wage receipts and apply the contribution elements and wage bases





Analyze the logic of supplementary pension systems



Link the private dimension of protection with the more strictly public one



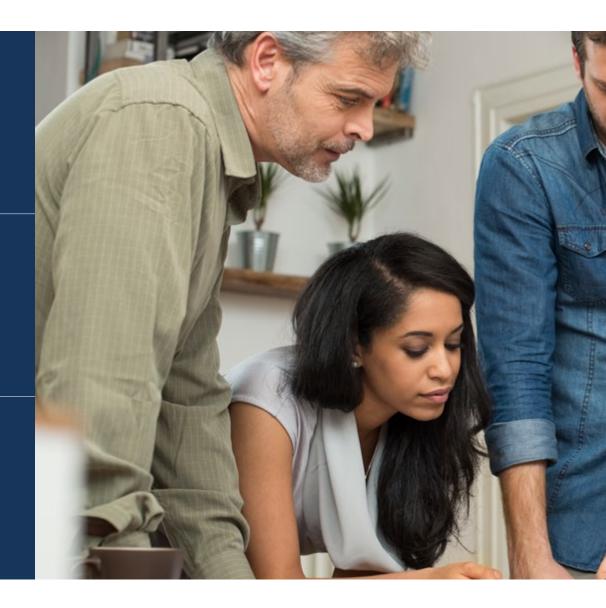
Understand the functioning of each of the social protection systems in their different dimensions: collective-individual

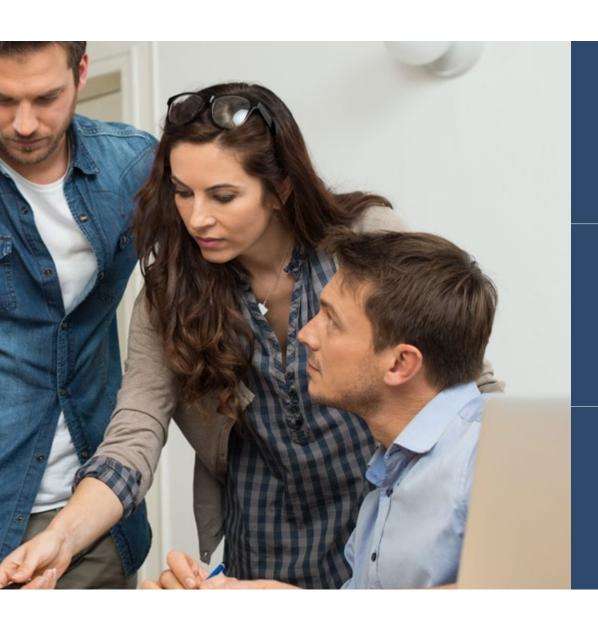


Apply rules of private insurance and the influence of tax regulations



Manage and use strategies that promote work flexibility with the objective of improving work performance and productivity







Possess Knowledge and management of special labor regimes, as well as their contracting and contribution systems



Knowledge and management of labor subcontracting mechanisms through the *outsourcing* strategy, as well as its legal limits



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





### tech 22 | Structure and Content

#### **Syllabus**

This Postgraduate Diploma in Labor Relations and Corporate Social Protection is a great opportunity for all professionals who want to focus their career in the Human Resources sector. Thanks to the specialization acquired through all the educational material, students are giving a plus of quality to their curriculum at the same time that they obtain skills that will help them in their career towards the management positions they long to occupy.

In the 600 hours that the specialization lasts, students will also learn the theory learned in a contextual way, with practical cases proposed by the teaching staff in which they will see how to resolve conflicts and common complications in the field of Labor Relations. Thus, students will be able to start changing their work methodology even before finishing the qualification.

The program also contains complementary aspects such as special Labor Relations, freelancers or Outsourcing, which will make the students become professional managers capable of dealing with any Labor Relations situation based on the theory and practice acquired during this Postgraduate Diploma.

This Postgraduate Diplom+a takes place over 6 months and is divided into 4 modules:

Module 1.	Labor Relations Theory
Module 2.	Personnel Administration
Module 3.	Complementary Social Protection and Social Action in the Company
Module 4.	Outsourcing Self-Employment and Special Employment Relationships



#### Where, When and How is it Taught?

TECH offers the possibility of developing this Postgraduate Diploma in Labor Relations and Corporate Social Protection completely online. Throughout the 6 months of the educational program, you will be able to access all the contents of this program at any time, allowing you to self-manage your study time.

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

### tech 24 | Structure and Content

1.9.3. The Welfare State

Mod	lule 1. Labor Relations Theory					
1.1. 1.1.1 1.1.2 1.1.3	Concepts of Employment, Work) Historical Evolution of Labor Relations	<b>1.2.</b> 1.2.1. 1.2.2.		1.3.2. 1.3.3.	Socialism - Communism in Labor Relations Conceptual Framework of Socialism and Communism Brief Historical Description Labor Relations under the Communist Political Framework Labor Relations under the Political Framework of Socialism	Liberalism/Capitalism in Labor Relations Concept of Liberalism vs. Capitalism Capitalism Throughout the History of the Economy Labor Relations under the Prism of Economic Capitalism
1.5. 1.5.1 1.5.2 1.5.3		1.6.2.	Employee Representation Concept Regulatory Framework Negotiation	1.7.2.	Institutionalism and Pluralism Conceptualization and Framing within the Theories of the State Institutionalism Pluralism	Corporatism Conceptualization Types of Corporatism in the International Scenario
1.9.2	Social Policies in the International Sphere Social Policies (Convergences and Divergences) Intervention Models					

### Structure and Content | 25 tech

Mod	Module 2. Personnel Administration							
<b>2.1.</b> 2.1.1. 2.1.2.	Introduction to Personnel Management Human Resources in the Company Personnel Administration Management in Human. Resources	<ul><li>2.2. Recruitment Modalities</li><li>2.2.1. The Work Contract</li><li>2.2.2. Types of Contracts</li><li>2.2.3. Types of Contract Termination</li></ul>	<ul><li>2.3. The Payroll Receipt I</li><li>2.3.1. Salary</li><li>2.3.2. Salary Payments</li><li>2.3.3. Extra Salary Payments</li></ul>	<ul><li>2.4. The Payroll Receipt II: Calculation</li><li>2.4.1. Payroll Structure</li><li>2.4.2. Contribution Bases</li><li>2.4.3. Payroll Accounting</li></ul>				
	The Payroll Receipt III: Deductions  Deductions Taxes Social Security Other Deduction Types	<ul><li>2.6. Working Hours, Vacations and Leave</li><li>2.6.1. Workday</li><li>2.6.2. Vacations</li><li>2.6.3. Work Permits</li><li>2.6.4. Disabilities</li></ul>	<ul><li>2.7. Taxes</li><li>2.7.1. The Tax System</li><li>2.7.2. Tax Obligations of Employees</li><li>2.7.3. Employer's Tax Obligations</li></ul>	<ul> <li>2.8. Technological Tools for Payroll Processing</li> <li>2.8.1. The ERP Concept</li> <li>2.8.2. Importance in Payroll Management</li> <li>2.8.3. Most Common Programs</li> </ul>				
2.9. 2.9.1. 2.9.2. 2.9.3. 2.9.4.	Compensation and Benefits Administration Benefits in Excess of the Law	2.10. Equal Opportunity in Personnel Administration 2.10.1. Equal Opportunity as Part of Organizational Culture 2.10.2. Gender Equity 2.10.3. Social Responsibility						

### tech 26 | Structure and Content

Module 3. Complementary Social Protection and Social Action in the Company							
	Social Protection Policies Social Policy in the Social Welfare System Types of Social Policies according to Administrative Designs Social Policy vs. Social Work	<b>3.2.</b> 3.2.1. 3.2.2. 3.2.3.	Theories of Social Action Social Action in Sociological Theory Weber's Theory of Social Action Sociology within Social Action	3.3. 3.3.1. 3.3.2. 3.3.3. 3.3.4. 3.3.5. 3.3.6.	of Social Benefits Loans and Advances Labor Commissaries	3.4.2.	Social Action Plans Organizational Culture and Social Action Strategies Internal and External Spheres of Action Design and Planning of Social Action in the Company
3.5.1. 3.5.2. 3.5.3.	The Social Dimension in the Company The Company and its Environment: Social Analysis Socially Based Information in the Enterprise Evaluation of Corporate Social Action Strategies	3.6.1. 3.6.2.	Mechanisms of Voluntary Origin	<b>3.7.</b> 3.7.1. 3.7.2. 3.7.3.	Employer's Social Protection The Role of the Employer in Social Protection Systems Mutuals and Social Security Improvements Managed through Instruments External to Company Assets: Pensions	3.8.3.	Voluntary Social Welfare Concept and Characteristics of Voluntary Improvements Legislative Origins Types of Voluntary Improvements The Legal Nature of Voluntary Improvements
3.9. 3.9.1. 3.9.2. 3.9.3.	Protective Benefits Protective Action Chart						

#### Module 4. Outsourcing Self-Employment and Special Employment Relationships

### 4.1. Flexibility and Occupational Flexicurity

- 4.1.1. Introduction to Labor Market Rigidity and Flexibility
- 4.1.2. Flexicurity Concept
- 4.1.3. Types of Flexibility and Agreements between Parties
- 4.1.4. Freedom of Contract

### 4.2. Substantial Modification in Labor Relationships

- 4.2.1. Labor Relations: Basic Concepts
- 4.2.2. Substantial Changes by the Employer
- 4.2.3. Substantial Changes by the Employee

### 4.3. Suspension of the Labor Relationship

- 4.3.1. Concept of the Suspension of the Labor Relationship
- 4.3.2. Causes and Types
- 4.3.3. Implications for Labor Regulations: Illegal Assignment of Workers

### 4.4. Flexibility Strategies in Hiring

- 4.4.1. Part-Time Employment
- 4.4.2. Contracting on a Permanent-Discontinuous Basis
- 4.4.3. Incorporating Teleworking into the Working Day

#### 4.5. Outsourcing

- 4.5.1. Conceptual Introduction and Operation
- 4.5.2. Regulatory Procedure



The ultimate educational experience that will lead you to dramatically improve your reputation and performance in the area of human resources"



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.



### tech 30 | Methodology

## 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.





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.

### tech 32 | Methodology

#### Relearning Methodology

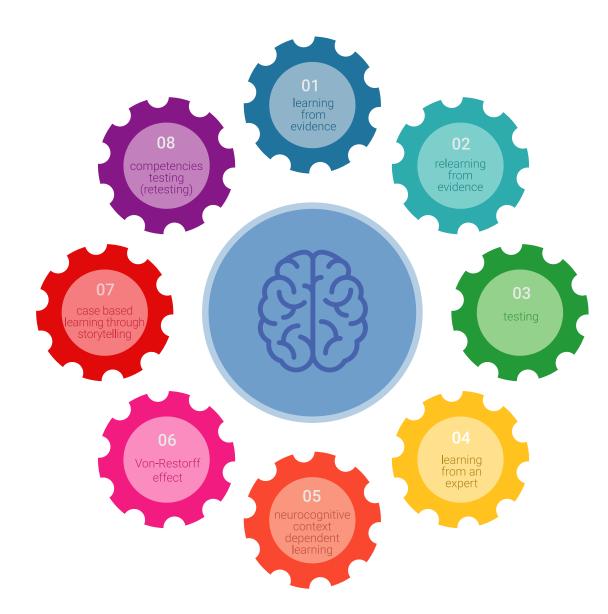
TECH effectively combines the Case Study methodology with a 100% online learning system based on repetition, which combines different teaching elements in each lesson.

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.



### Methodology | 33 tech

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.



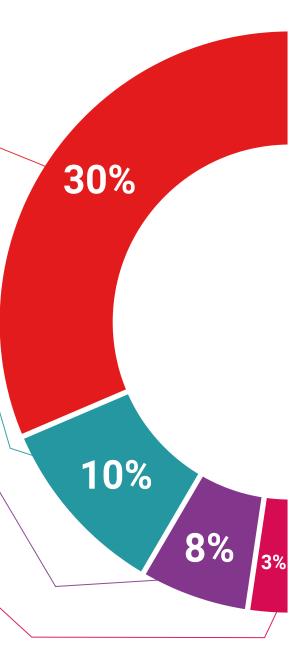
#### **Management Skills Exercises**

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.





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.

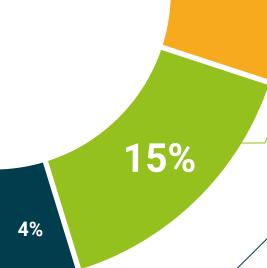


This exclusive educational system for presenting multimedia content was awarded by Microsoft as a "European Success Story".

#### **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.

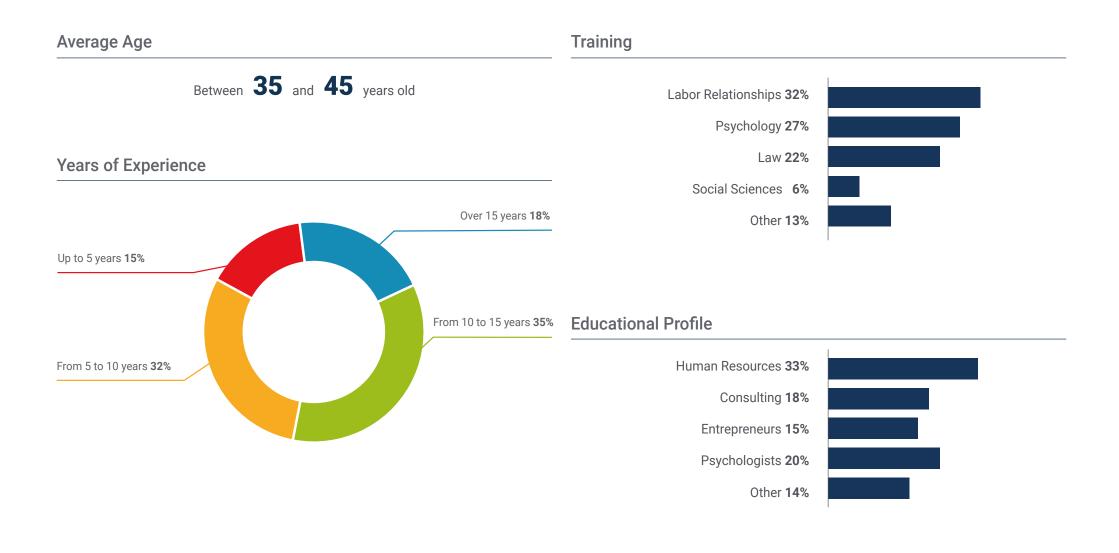




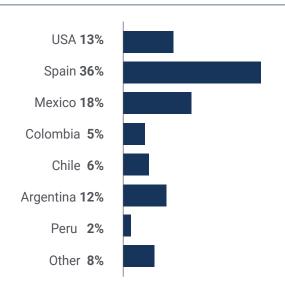
30%







### **Geographical Distribution**





## **Daniel Padrón**

Responsible of Human Resources

"Thanks to this comprehensive program, I have managed to climb in my profession, in addition to a promotion in my job. I recommend anyone who wants to train in Labor Relations to choose TECH, because what you receive far exceeded my expectations"





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

The objective of this TECH program is for students to grow in their own professional career, so they must give the best version of themselves to pass the qualification and demonstrate that they are capable of occupying the management position they deserve.

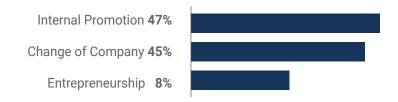
The Postgraduate
Diploma in Labor
Relations and Corporate
Social Protection will
allow you to advance in
your profession.

Thanks to this program, you will receive a large number of job offers with which you will be able to start your professional growth.

### Time of Change



#### Type of change



### Salary increase

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

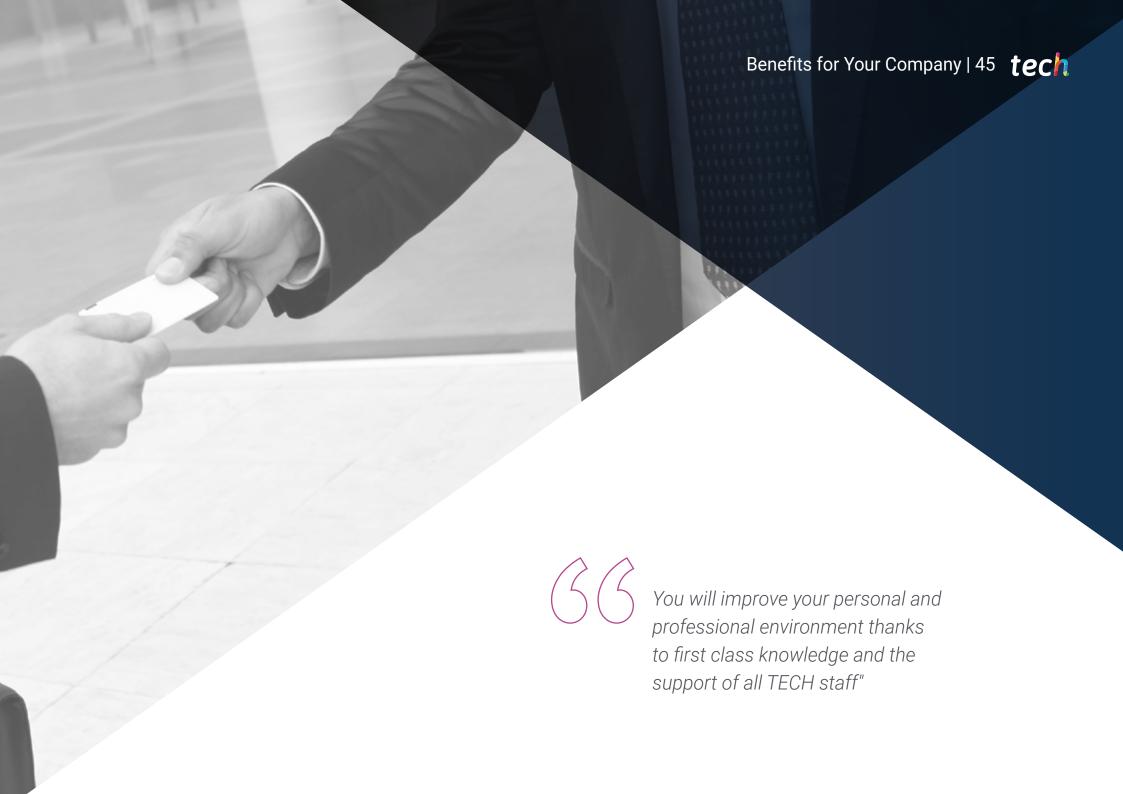
\$32,900

A salary increase of

25.22%

\$41,200





## tech 46 | Benefits for Your Company

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



### **Intellectual Capital and Talent Growth**

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



# 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.



### **Building agents of change**

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



### Increased international expansion possibilities

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







## **Project Development**

The executive can work on a real project or develop new projects.



### Increased competitiveness

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





### tech 50 | Certificate

This program will allow you to obtain your **Postgraduate Diploma in Labor Relations and Corporate Social Protection** 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 Labor Relations and Corporate Social Protection

Modality: online

Duration: 6 months

Accreditation: 24 ECTS



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

#### Postgraduate Diploma in Labor Relations and Corporate Social Protection

This is a program of 600 hours of duration equivalent to 24 ECTS, with a start date of dd/mm/yyyy and an end date of dd/mm/yyyy.

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

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



<sup>\*</sup>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 Labor Relations and Corporate Social

» Modality: online

Protection

» Duration: 6 months

» Certificate: TECH Global University

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» Schedule: at your own pace

» Exams: online

