

Licentiate in Industrial Relations

Licentiate in Industrial Relations – 5 years

Industrial Relations Analyst- 3 ½ years

High School and College/University Teacher of Work Relations – 5 years

Objectives

To train professionals that will be qualified to work in different areas of Work Relations, with: a) Employees and authorities in companies; b) Professional Associations of Employees and Employers; c) Work Administration.

Graduates will be prepared to study and elaborate economic, legal, technological, cultural, social and political concepts that influence on the work area.

Graduates will be prepared to work in different areas of Work Relations (State, companies, organizations and syndicates) ensuring their democratization and encouraging transformations that tend to increase the efficiency and quality of life, stimulating the application of participative models, with a vision of economic and social development to provide autonomous and creative answers to the work issues.

Contents

Some of the basic subjects are: Principles of Industrial Sociology; Industrial Sociology; Political Economy; Company Management, Personnel Administration I (jobs), Personnel Administration II (Salaries Policies and Administration), Personnel Administration III (Training and Career Planning), Work Rights I (individuals), Work Rights II (collective), Applied Statistics, Social and Contemporary History, etc.

Once students pass the compulsory subjects, two optional subjects must be attended.

Working Field

Graduates are skilled and qualified to work in: Business Organizations, private and Public Institutions, in personnel management or direction, being responsible for the management of any of its areas (Jobs, Remunerations and Benefits, Training and Development, Work Relations, etc) and contributing to the creation of a working environment that permits the adaptation of people, groups and activities in such a way that companies reach their objectives being in harmony with the individual interests of its employees.

They can work at a national, regional and/or municipal level, holding different positions that require training in the work field, for instance, in the advice and development of legal regulations and policies concerning work, employees and the relationships that the latter establish with employers.

They can also advice companies in issues concerning personnel search and selection; training; evaluation of positions; administration of remunerations, benefits and services; communication; working conditions and environment; implementation of techniques for achieving productivity; improvement in employees' development; and elaboration of policies concerning human resources linked to organizational development.

Besides, they can work with professional associations of employees and employers in connection to collective negotiations, collective working agreements, prevention and solution of work conflicts, different aspects of human resources management and all the requirements resulting from changes in present work relations dynamics.