



UNIVERSIDAD DE GUADALAJARA
CENTRO UNIVERSITARIO DE
CIENCIAS ECONÓMICO ADMINISTRATIVAS
MASTER BUSINESS ADMINISTRATION

COURSE PROGRAM

1. - SUBJECT

Selected Topics in Human Development

2. - SUBJECT CODE

3. - PREREQUISITES

4. - SERIATION

5. - TRAINING AREA

6.- DEPARTAMENT

7.- ACADEMY

8.- TYPE OF COURSE

9.- TYPE OF SUBJECT

10.- SCHEDULE

THEORY

PRACTICE

TOTAL

48

48

11.- CREDITS

12.- EDUCATION LEVEL

Master Degree

13.- PRESENTATION

This program matter of Selected Topics in Human Development includes two main chapters in their learning, as contemplated by the current reform of the Federal Labour Law, avoiding deepening the procedural aspect, the core issues to contemplate confined to individual relations and collective work in its substantive part, pretending with the knowledge to acquire, to say the least aware of their rights and duties either as professional service providers, or possibly representatives of the employer, or equally if they created a company of any kind in the management of staff and ultimately as workers, so without underestimating the importance of other materials of law within the educational institution or university, the field of labor law, always will be valid for use in its life.

14.- EDUCATION STUDENT PROFILE

Educational profile of the subject Selected Topics in Human Development would be integrated to meet and solve the problems that arise in practice in the management of Human Resources, this in a logical sense, but in practice the reality is different, are incorporated in productive working lives, and are hired to manage these specific areas in most companies are required knowledge of both fiscal, Accounting, Administrative, Legal and Human Resources, so the importance of theoretical and practical knowledge this discipline labor law, which is of fundamental importance in the training area.

15.- OBJECTIVES OF THE PROGRAMME**General objectives:**

After completing the course, students will identify key legal elements of working, useful material for their exercise in the area of professional skills.

16.- THEMATIC CONTENT

UNIT I. HISTORICAL BACKGROUND OF LABOR LAW

UNIT II. RELATIONSHIP AND INDIVIDUAL EMPLOYMENT CONTRACT

UNIT III. WORKING CONDITIONS

UNIT IV. SALARY

UNIT V. PROFIT SHARING

UNIT VI. SPECIAL WORK UNIT

VII. COLLECTIVE LABOR RELATIONS: UNION

UNIT VIII. COLLECTIVE WORK CONTRACT AND CONTRACT LAW

UNIT IX. STRIKE

UNIT X RISKS OF WORK.

UNIT XI. AUTHORITIES WORK **UNIDAD**

I. ANTECEDENTES HISTORICOS DEL DERECHO LABORAL:

OBJETIVE:

Analyzing the different processes that occurred in the different economies that emerged in the world and the effects on labor relations.

1.1. Brief Historical Background of labor relations: the Industrial Revolution.

1.1.1. The Industrial Revolution.

1.1.2. Law le Chapellier

1.1.3 The Chartist

1.1.4. Bismarck, Father of the Social Security.

1.1.5. Unionism in Mexico.

1.1.6. RerumNovarumPapa Encyclical Leo XIII.

1.1.7. Flores Magon brothers.

1.1.8. Cananea and Rio Blanco strikes

1.1.9. History of labor standards, (1931) (1970) (1980) and (2012).

1.1.10. Constitutional basis of labor law in Mexico.

1.1.1 Competition Authorities Labour.

1.1.2 Branches of law relating to labor law.

UNIT II. RELATIONSHIP AND INDIVIDUAL EMPLOYMENT CONTRACT OBJECTIVE:

State the relationship and the individual employment contract and application in implementing its various meanings figure worthy or decent work and this where the human dignity of workers is respected; through no discrimination. 2.1. - Subjects of the employment relationship.

2.1.1. Worker concept.

2.1.2. Worker base, Syndicated, eventually, trust, the provision of professional services.

2.1.3. Pattern concept.

2.1.4. Substitute pattern.

2.1.5. Enterprise and Establishment.

2.2.6. Subcontracting concept.

2.2. Relationship definition, individual contracts of employment and work worthy or decent.

2.2.1 Definition of working relationship.

2.2.2 Definition of employment contract.

2.2.2.1 Definition of dignified or decent work

2.2.2.2. Contract for work or time.

2.2.2.3. Initial training contract.

2.2.2.4. Seasonal contract.

2.2.2.5 Contract Proof.

2.2.2.6. Indefinite contract.

2.2.2.7. Subcontracting formalities.

2.3. Derived Employment contract obligations.

2.3.1 Suspension of the individual labor relations.

2.3.2. The termination of labor relations, without liability for the employer (dismissal).

2.3.5. The termination of labor relations without responsibility for the worker.

2.3.6. The notice of termination and its consequences.

2.3.7. Compensation.

2.3.8. The normal termination of labor relations.

2.3.9. The settlement agreement.

UNIDAD III. WORK CONDITION

OBJETIVE:

Establish different working hours and payment, as well as social security benefits derived therefrom and for settlement.

3.1. Principle of equal working conditions.

3.2. Concept of workday.

3.2.1. Day shift.

3.2.2. Night shift.

3.2.3. Mixed workday.

3.2.4. Day emergency and payment.

3.2.5. Overtime and payment.

3.2.6. Days off.

3.2.6.1. The weekly rest.

3.2.6.2. The mandatory rest.

3.2.6.3. Sunday premium.

3.2.7. Vacation.

3.2.7.1. Vacation pay.

3.2.8. The bonus

3.2.9. Seniority premiums.

UNIDAD IV. SALARY.

OBJETIVE:

Applying various forms of payment of wages as well as allowances law to the worker is entitled.

4.1. Diferentes formas de pago del salario.

4.1.1. Unidad de tiempo.

4.1.2. Unidad de obra.

4.1.3. A comisión.

4.1.4. A precio alzado.

4.1.5. Pago por cada Hora de prestación de servicio.

4.1.6. Salario Integrado.

4.2. Principios mínimos en materia de salario, Normas protectoras y Privilegios del Salario.

4.5. Salarios mínimos generales y profesionales.

4.5.1 Descuentos al Salario.

UNIDAD V. THE EMPLOYEES PROFIT OF COMPANIES

OBJETIVE:

Describe that is the participation of workers in the distribution of company profits

5.1. Definition profit sharing

5.2. Basis for determining the percentage of participation

5.3. Composite Commission to determine amount of liquid PTU, bases for integration and functions.

5.4. Term to make the deal.

5.5. Workers' right to participate in profits; Exempt persons from payment of PTU

5.6. Basis for determining the percentage of each worker.

5.7. Competent authorities to resolve the disagreements on the distribution of profits.

UNIDAD VI. SPECIAL WORK.

OBJETIVE:

Describe relations and special works contracts, those that are most usual in practice.

6.1. Workers confidence.

6.2. Auto transport workers.

6.3. Commercial agents, Insurance, sellers, brokers, reps, sales promoters and the like.

6.4. Workers actors and musicians.

6.5. Homeworking.

6.6. Domestic workers.

6.7. Of jobs in mines.

6.8. Jobs in hotels, restaurants, bars and similar establishments

6.9. Familiar industry.

6.10. Medical residents.

6.11. Work in universities and higher education institutions autonomous by law.

UNIT VII. COLLECTIVE LABOR RELATIONS.

OBJETIVE:

At the end of the subject, students will be able to describe and explain the union.

7.1. Principios de Libertad Sindical.

7.2. Definición de sindicato.

7.3. Clasificación de sindicatos obreros y Patronales.

7.4. Requisitos mínimos para la constitución de un Sindicato, de fondo y de forma. 7.5. Documentos necesarios para el registro de un sindicato y la obligación de la Autoridad para su publicidad.

7.6. Requisitos que debe contener los Estatutos de los sindicatos.

7.7. Patrimonio sindical.

7.8. Obligación y prohibiciones de los sindicatos.

7.9. Disolución del sindicato.

UNIT VIII.

COLLECTIVE WORK CONTRACT AND CONTRACT LAW.

OBJECTIVE:

At the end of the subject, students will be able to describe the Collective Contract and Contract Law.

8.1. Definición de Contrato colectivo de trabajo.

8.2. Contenido del contrato colectivo de trabajo;

8.3 Revisión del contrato colectivo de trabajo;

8.4. Deposito del Contrato colectivo de trabajo y su publicidad que debe dar la Autoridad laboral (Transparencia).

8.5. Formas de Terminar el Contrato colectivo de trabajo.

8.6. Definición de contrato Ley.

8.7. Diferencias con el Contrato colectivo de trabajo.

8.8. Reglamento interior de trabajo, su elaboración, contenido, depósito y la publicidad que debe dar la Autoridad laboral.

UNIT IX. STRIKE

OBJECTIVE:

At the end of the topic the student will understand the meaning and causes of the strike.

9.1. Strike definition.

9.2. Stages through which passes the strike.

9. 3. Classes or Modes.

- 9.4. Requirements of form and substance.
- 9.5. Consequences of the absence of the strike.
- 9.6. Legal effects of the declaration of non-Strike.
- 9.7. Judgment of accountability if the strike is legally exists.
- 9.8. Forms of termination of the strike.

UNIT X. RISKS OF WORKOBJETIVO:

At the end of the topic the student will identify the obligations of the employer, when a risk is generated as a result of the employment relationship.

- 10.1. Risk concept work
 - 10.1.2. Difference between accident and disease.
 - 10.1.3. Different types of disabilities
 - 10.1.4. Rights of workers victims of an employment injury and compensation if they are not affiliated with the IMSS.
 - 10.1.5. Calculation of compensation if they suffer occupational hazard.
 - 10.1.6. Prescription.

UNIT XI. LABOR AUTHORITIES.

OBJECTIVE:

At the end of the course the student will understand the functions of the different work units in which it shall carry out its role both employee as representative of the employer or possibly as a standard.

- 11.1. Ministry of Labor and Social Welfare.
- 11.2. Ministry of Labor and Social Welfare of Edo. Jalisco.
- 11.3. Office of the Defense of Labor.
- 11.4. Labour inspection.
- 11.5. State Employment Service.
- 11.6. Together Local and Federal Conciliation and Arbitration.

17.- REFERENCES:

1. Cavazos Flores Baltazar. El derecho del trabajo en la teoría y en la práctica. Trillas 2. Climent Beltrán, Juan B. Jurisprudencia Laboral comentada. Ed. Esfinge, México, 1999 3. De Buen Néstor. Derecho del trabajo, Porrúa D344.7201 BUE 4. De la Cueva, Mario. Derecho mexicano del trabajo, Editorial Porrúa D344.7201 CUE. 5. Dueñas P. Eutiquio y Rivera R. Darío. Manual de derecho laboral. Prometeo Editores S.A. de C.V. 6. Santos Azuela, Héctor. Derecho del trabajo. Editorial Mc Graw Hill. Edición 1998 D344.7201 SAN 7. Ley Federal Del Trabajo. Texto vigente Publicado en el diario Oficial de la Federación 30 de Noviembre del año 2012 8. Constitución Política De Los Estados Unidos Mexicanos. Texto vigente D342.72 MEX Bibliografía Complementaria.

1. Cavazos Flores, Baltazar et all. Estudio comparativo entre la legislación laboral D341.7543 CAV de Estados Unidos y Canadá y el Derecho del Trabajo Mexicano. Edit. Trillas, México, 1993 2. Climent Beltrán, Juan B. Ley Federal del trabajo. Comentarios y jurisprudencia. D344.7201 CLI Edit. Esfinge. México, 2001 3. De Buen Néstor. El Estado de malestar. Porrúa, México, 1997.

Fuentes Electrónicas Biblioteca Jurídica Virtual del Instituto de Investigaciones Jurídicas de la UNAM. <http://www.juridicas.unam.mx> <http://www.scjn.gob.mx> CD ROOM. Ley Federal del Trabajo y su interpretación por el Poder Judicial de la Federación. Versión 2002. Suprema Corte de Justicia de la Nación Actualización aprobada por la academia de Derecho Público, en sesión de fecha 25 de marzo de 2009.

18.- PROFESSIONAL APPLICATION**19.- PROFESSOR****20.- PROFESSOR PROFILE****21.- LEARNING PROCESS**

Traditional, deductive, analytical, descriptive, explanatory, tutorial, Reflective, cooperative, individual, group, workshops, case studies, previous lecture, discussion topics, exercises, research, formulation testing, teacher Exhibition, acetates , board, flip chart, practical exercises, slides, textbooks, reference manual, Read special publications, electronic media.

22.- EXTRACURRICULAR ACTIVITIES

23.- FORMULATION, APPROVAL AND VALIDATION

24.- ASSESSMENT OF LEARNING

Investigation and practical exercises 30% , 1 exam 70%.

25.- CURRICULUM ASSESSMENT

26.- CURRICULUM MAP

27.- PARTICIPANTS AND DATE PROCESSING PROGRAM