

Postgraduate Diploma

Labor Relations and Corporate Social Protection





Postgraduate Diploma Labor Relations and Corporate Social Protection

- » Modality: **online**
- » Duration: **6 months**
- » Certificate: **TECH Technological University**
- » Dedication: **16h/week**
- » 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.techtute.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.



Postgraduate Diploma Labor Relations and Corporate Social Protection.
TECH Technological University



“

Thanks to the complete content provided by this Postgraduate Diploma, you will be able to successfully manage Labor Relations and Corporate Social Protection"

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:



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 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 Harvard Business School case studies"

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 program aims to provide its students with advanced knowledge in the field of Human Resources, with a specialization in Labor Relations and Corporate Social Protection that will help them stand out from their rivals and gain access to management positions within their own organization. Thus, this qualification contains the most avant-garde educational methodology to ensure that students boost their professional careers in a comfortable way.



“

This program is the career boost you need to get you to the top of your organization's Human Resources department"

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:

01

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

04

Differentiate the types of contracting and contractual termination

02

Recognize union policy for worker representation

03

Intervene in labor relations between employer and employee



05

Manage bonuses for specific groups on an equal opportunity basis

06

Perform wage receipts and apply the contribution elements and wage bases

07

Analyze the logic of supplementary pension systems

08

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



09

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

10

Apply rules of private insurance and the influence of tax regulations

11

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





12

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

13

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

14

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

05

Structure and Content

The content of this Postgraduate Diploma has been developed by a group of professionals versed in Labor Relations and Corporate Social Protection, so that students are guaranteed, upon enrollment, access to a first-class teaching material. The learning process is also supported by high quality audiovisual content that helps students to better understand all the concepts and skills taught.





Enroll today in this Postgraduate Diploma in TECH and don't wait any longer to start changing your future career in Human Resources"

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 Diploma 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.

Module 1. Labor Relations Theory

1.1. History of Labor Relations

- 1.1.1. Conceptual Framework and Definition. (Basic Concepts of Employment, Work)
- 1.1.2. Historical Evolution of Labor Relations
- 1.1.3. The Society of Knowledge in the 21st Century

1.2. Evolution of the Forms of Work

- 1.2.1. Labor Relations and Labor Markets
- 1.2.2. The Theory of Labor Market Segmentation and its Practices

1.3. Socialism - Communism in Labor Relations

- 1.3.1. Conceptual Framework of Socialism and Communism
- 1.3.2. Brief Historical Description
- 1.3.3. Labor Relations under the Communist Political Framework
- 1.3.4. Labor Relations under the Political Framework of Socialism

1.4. Liberalism/Capitalism in Labor Relations

- 1.4.1. Concept of Liberalism vs. Capitalism
- 1.4.2. Capitalism Throughout the History of the Economy
- 1.4.3. Labor Relations under the Prism of Economic Capitalism

1.5. Trade Union Law

- 1.5.1. Trade Unionism
- 1.5.2. Fundamentals of Trade Union Law
- 1.5.3. The Role of Collective Bargaining

1.6. Employee Representation

- 1.6.1. Concept
- 1.6.2. Regulatory Framework
- 1.6.3. Negotiation

1.7. Institutionalism and Pluralism

- 1.7.1. Conceptualization and Framing within the Theories of the State
- 1.7.2. Institutionalism
- 1.7.3. Pluralism

1.8. Corporatism

- 1.8.1. Conceptualization
- 1.8.2. Types of Corporatism in the International Scenario

1.9. Social Policies in the International Sphere

- 1.9.1. Social Policies (Convergences and Divergences)
- 1.9.2. Intervention Models
- 1.9.3. The Welfare State

Module 2. Personnel Administration
2.1. Introduction to Personnel Management

- 2.1.1. Human Resources in the Company
- 2.1.2. Personnel Administration Management in Human Resources

2.2. Recruitment Modalities

- 2.2.1. The Work Contract
- 2.2.2. Types of Contracts
- 2.2.3. Types of Contract Termination

2.3. The Payroll Receipt I

- 2.3.1. Salary
- 2.3.2. Salary Payments
- 2.3.3. Extra Salary Payments

2.4. The Payroll Receipt II: Calculation

- 2.4.1. Payroll Structure
- 2.4.2. Contribution Bases
- 2.4.3. Payroll Accounting

2.5. The Payroll Receipt III: Deductions

- 2.5.1. Deductions
- 2.5.2. Taxes
- 2.5.3. Social Security
- 2.5.4. Other Deduction Types

2.6. Working Hours, Vacations and Leave

- 2.6.1. Workday
- 2.6.2. Vacations
- 2.6.3. Work Permits
- 2.6.4. Disabilities

2.7. Taxes

- 2.7.1. The Tax System
- 2.7.2. Tax Obligations of Employees
- 2.7.3. Employer's Tax Obligations

2.8. Technological Tools for Payroll Processing

- 2.8.1. The ERP Concept
- 2.8.2. Importance in Payroll Management
- 2.8.3. Most Common Programs

2.9. Compensation and Benefits

- 2.9.1. Compensation and Benefits Administration
- 2.9.2. Benefits in Excess of the Law
- 2.9.3. Emotional Salary
- 2.9.4. Home Office

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

Module 3. Complementary Social Protection and Social Action in the Company

3.1. Social Protection Policies

- 3.1.1. Social Policy in the Social Welfare System
- 3.1.2. Types of Social Policies according to Administrative Designs
- 3.1.3. Social Policy vs. Social Work

3.2. Theories of Social Action

- 3.2.1. Social Action in Sociological Theory
- 3.2.2. Weber's Theory of Social Action
- 3.2.3. Sociology within Social Action

3.3. Corporate Social Action

- 3.3.1. Concept and Characteristics of Social Benefits
- 3.3.2. Loans and Advances
- 3.3.3. Labor Commissaries
- 3.3.4. Soup Kitchens and Indirect Formulas
- 3.3.5. Collective Transportation Service
- 3.3.6. Childcare and Other Occupational Benefits

3.4. Social Action Plans

- 3.4.1. Organizational Culture and Social Action Strategies
- 3.4.2. Internal and External Spheres of Action
- 3.4.3. Design and Planning of Social Action in the Company

3.5. The Social Dimension in the Company

- 3.5.1. The Company and its Environment: Social Analysis
- 3.5.2. Socially Based Information in the Enterprise
- 3.5.3. Evaluation of Corporate Social Action Strategies

3.6. Complementary Social Protection in the company

- 3.6.1. Complementary Social Protection Mechanisms of Voluntary Origin
- 3.6.2. Supplementary Social Security Benefits and their Relationship with Social Security

3.7. Employer's Social Protection

- 3.7.1. The Role of the Employer in Social Protection Systems
- 3.7.2. Mutuels and Social Security
- 3.7.3. Improvements Managed through Instruments External to Company Assets: Pensions

3.8. Voluntary Social Welfare

- 3.8.1. Concept and Characteristics of Voluntary Improvements
- 3.8.2. Legislative Origins
- 3.8.3. Types of Voluntary Improvements
- 3.8.4. The Legal Nature of Voluntary Improvements

3.9. Collective Social Security

- 3.9.1. Concept, Types and List of Protective Benefits
- 3.9.2. Protective Action Chart
- 3.9.3. Revaluation and Minimum Supplements

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"

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 students interested in this qualification come mainly from the field of Human Resources, although professionals in Labor Relations or psychology who want to update their knowledge and better focus their work profile also decide to take this program. The diversity of academic profiles found in this program is also an asset in favor of the students, as it is a great opportunity to build professional networks that will serve, in the future, as a great support to all the work done during the qualification.





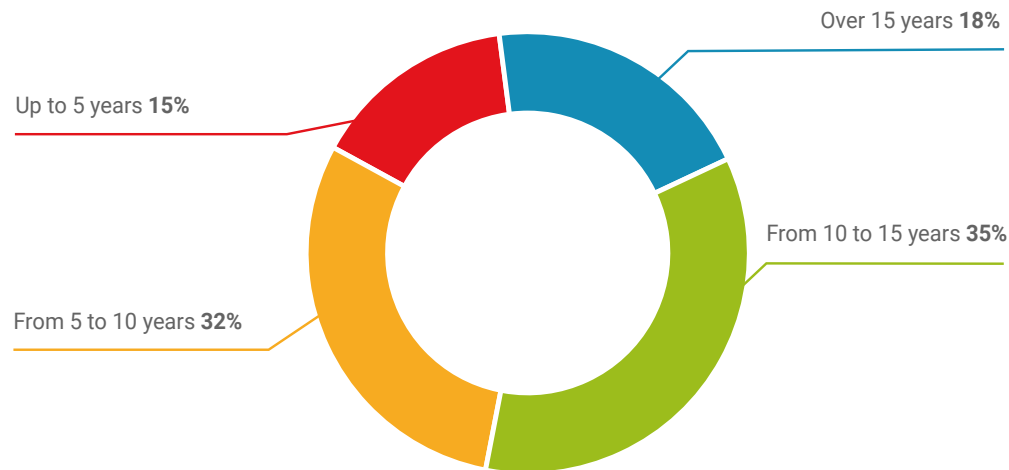
“

If your goal is to improve professionally while not neglecting your job, this is the program you've been looking for"

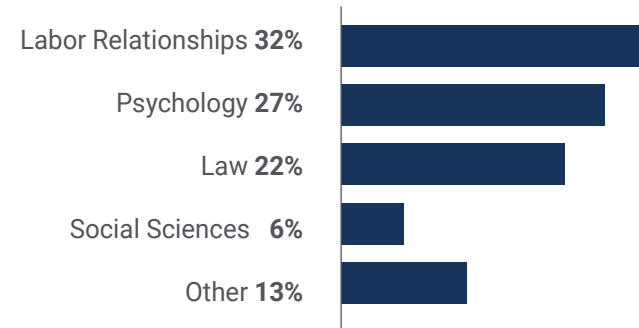
Average Age

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

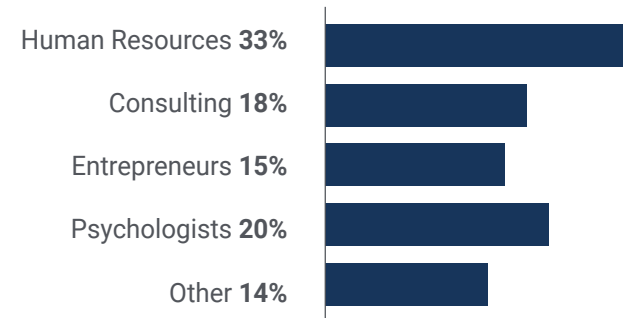
Years of Experience



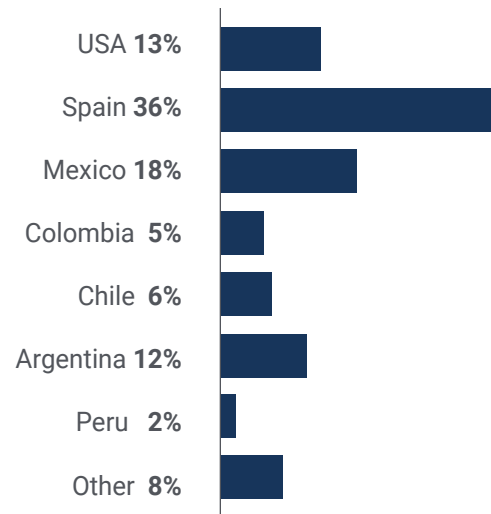
Training



Educational Profile



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"

08

Impact on Your Career

TECH is aware of the great effort that students must make to take a program of these characteristics, so the implication is maximum when it comes to achieving positive results in their professional career. By having access to the highest-quality educational material, prepared by a teaching staff that is knowledgeable about all the vicissitudes of Labor Relations, students are guaranteed a boost to their expectations, growing not only professionally, but also personally.



“

You will be prepared for make the leap in quality that your career needs. Do not wait any longer and formalize your enrollment today in this Postgraduate Diploma and prepare yourself for the most ambitious and demanding challenges of Labor Relations"

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.

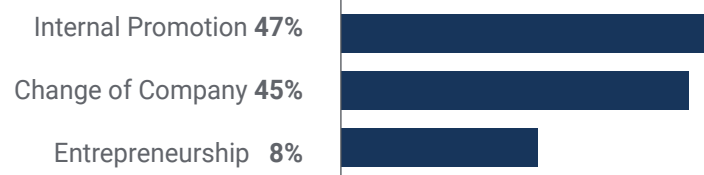
The Postgraduate Diploma in Labor Relations and Corporate Social Protection will allow you to advance in your profession.

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.



09

Benefits for Your Company

The benefits of pursuing a qualification of this nature are also multiple for the companies involved, since they are incorporating highly qualified professionals into their work ranks, with a unique ability to solve problems in Labor Relations and Social Protection, thus achieving better business results.





“

You will improve your personal and professional environment thanks to first class knowledge and the support of all TECH staff"

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

01

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.

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 directors 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 organization will come into contact with the main markets in the world economy.



05

Project Development

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

06

Increased competitiveness

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

10 Certificate

The Postgraduate Diploma in Labor Relationships and Corporate Social Protection guarantees students, in addition to the most rigorous and up-to-date education, access to a Postgraduate Diploma issued by TECH Technological University.



“

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

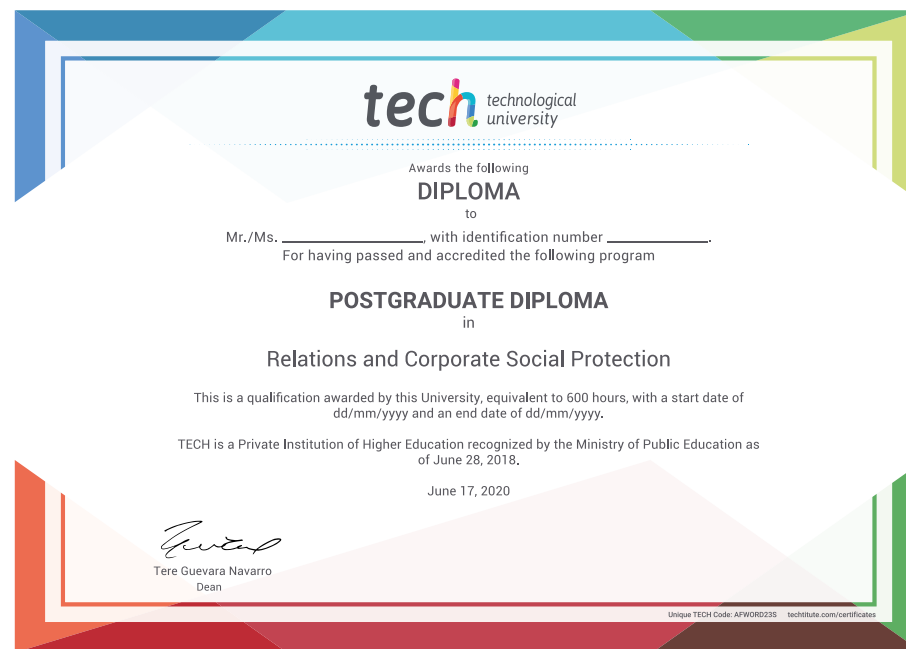
This **Postgraduate Diploma in Labor Relations and Corporate Social Protection** contains the most complete and up-to-date program on the market.

After the student has passed the assessments, they will receive their corresponding **Postgraduate Diploma** issued by **TECH Technological University** via tracked delivery*.

The diploma issued by **TECH Technological University** will reflect the qualification obtained in the Postgraduate Diploma, and meets the requirements commonly demanded by labor exchanges, competitive examinations, and professional career evaluation committees.

Title: **Postgraduate Diploma Labor in Relations and Corporate Social Protection**

Official N° of Hours: **600 h.**



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



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- » Modality: **online**
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- » Certificate: **TECH Technological University**
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- » Exams: **online**

Postgraduate Diploma

Labor Relations and Corporate Social Protection

