

Academic Year: (2019 / 2020)

Review date: 25-04-2019

Department assigned to the subject: Business Administration Department

Coordinating teacher: STIRPE , LUIGI

Type: Electives ECTS Credits : 6.0

Year : 4 Semester :

REQUIREMENTS (SUBJECTS THAT ARE ASSUMED TO BE KNOWN)

- Fundamentals of Business Administration
- Business Law
- Human Resource Management

OBJECTIVES

- Understand that employees, clients, stakeholders and other interest groups may have idiosyncratic expectations about employer's behaviour;
- Identify and understand employers' responsibilities in areas such care of environment, human rights and socio-economic development of the society, above and beyond those which are lawfully established;
- Know how an employer's ethical behaviour can contribute to the pursuit of business goals and talent attraction;
- Understand that, vis-à-vis business sustainability, employers' social performance has an importance which is comparable to employers' economic performance;
- Understand the importance it has for employers the establishment of business goals consistent with sustainable development.

DESCRIPTION OF CONTENTS: PROGRAMME

1. The social mission of the employer
2. Perspectives on the social responsibility of the employer
3. The main categories of employer's social responsibility
4. External analysis of the contributions of employer's social responsibility
5. Internal analysis of the contributions of employer's social responsibility
6. Socially responsible practices for the management of the workplace
7. Metrics for employer's social performance

LEARNING ACTIVITIES AND METHODOLOGY

Teaching methodology includes two basic activities:

- a. Face-to-face classes based on academic material (i.e., books and articles). The goal of these classes is to present a conceptual analysis of the course's main contents.
- b. Practical classes based on the analysis of case studies and exercises, which goal is to present actual applications of socially responsible employer practices

ASSESSMENT SYSTEM

Students will be evaluated as follows:

- a) Final exam (60%)
- b) Continuous evaluation
 - Team assignments (20%)
 - Quality of individual participation (20%)

For the continuous evaluation mark to be considered, it is necessary to pass the final exam.

% end-of-term-examination:	60
% of continuous assessment (assignments, laboratory, practicals...):	40

BASIC BIBLIOGRAPHY

- Olcese, A., Rodríguez, M. A., & Alfaro, J. Manual de la Empresa Responsable y sostenible: Conceptos, ejemplos y Herramientas de la Responsabilidad social corporativa o de la Empresa. , Mc Graw Hill, 2008
- Ruiz-Otero, E., Gago-García, M. L., García-Leal, C., & López-Barra, S. Recursos humanos y responsabilidad social corporativa, Mc Graw Hill, 2015