**Course:** Business I  
**Code:** 10BBA80000

**Type:** Required  
**Year:** 1  
**Semester:** 2  
**ECTS Credits:** 6  
**Language:** Spanish  
**Coordination:**

Carlos Obeso Abalde  
Manel Peiró Posadas

**Course Requirements:**

**Previous knowledge:**

**Workload distribution:**

- Lectures: 28 hours  
- Participatory sessions: 35 hours  
- Independent study: 111 hours  
- Tutorials / feedback: 6 hours

**Course contribution to the programme:**

The course teaches the student to think in systematic terms, relating the working and legal environment to company structure and people, insofar as they are part of an organisation. The aim is for the students to understand the way the various subjects interrelate so that, for example, when they focus on understanding business structures, they bear in mind that these structures are determined by, and in turn determine, the environment in which they operate and the people who form part of the organisation. By emphasising systematic focus in this course and in the first year of BBA, it is hoped that the students will assimilate the model, and be able to apply it to any course on the curriculum, as well as to the solving problems that arise in their professional lives.

**Course learning objectives:**

The course consists of two parts. The first focuses on the workings and quality of labour markets mainly, but not exclusively, in Spain and Europe; the second part focuses on how organisations are structured to achieve their objectives in a changing environment, among them the labour markets studied in the first part.

By the end of the course, students will be able to:

- Understand the quantitative and qualitative aspects and various segments of the structure of labour markets, at a domestic and international level, and the way that this structure determines the competitiveness of business organisations  
- Begin learning about how to manage the relationship between the company and the labour market for competitive advantage  
- Understand the connections between organisation theory and company management  
- Understand the relations between the company’s strategic decisions and the organisational structure
- Distinguish the parameters of organisational design relevant to the creation of an organisational structure
- Understand and apply concepts and models that explain and interpret organisational structures and the way they work.

**Skills developed:**

Skills to be developed on the course are:

- The ability to acquire, understand and structure knowledge critically
- The ability to communicate information and knowledge
- The ability to develop strategic and systematic thought
- The ability to understand the relational context of organisations

**Contents and methodology:**

**Part 1- THE WORKING ENVIRONMENT**

Session 1: The labour market
- The quantitative side of the labour market: the global, active, employed, unemployed and inactive population.

Session 2: The qualitative side of the labour market. Quality of work and quality of the labour market. Training, qualification and competences.

Session 3: The evolution of the culture of work
- The transformation of work: From industrial capitalism to post-industrial capitalism.
- The transformation of the value of work: Work, leisure and consumption.

Session 4: Regulating agents in the labour market: The State, Trade Unions and employer organisations. Collective bargaining agreements

Session 5: Working time and work contracts

Session 6: Labour market diversity
- The feminisation of work. Balancing work and balancing life and work.
- The incorporation of collectives with particular difficulties
- The aging population: the retirement debate

Session 7: Severance at work: individual and collective. Alternatives to severance

**METHODOLOGY of Part 1 of the course**

Lecture: Basically Professor-led, but includes small exercises and case study discussions

Participatory sessions: Mainly focused on solving problems and case studies

Individual work: For each session, and in the participatory class, the student must do an exercise to check readings

**Part 2- ORGANISATIONAL STRUCTURES**

Session 1: History of organisational management and theories
Session 2: the workings of organisations. The relation between strategy and structure.


Session 4: Consolidation. Span control. Coordination mechanisms. Formalisation.

Session 5: Integration model in situations of uncertainty.


Session 7: Structural configurations.


METHODOLOGY of part 2 of the course

Lectures: these sessions are conceptual presentations of the subjects by the Professor

Participatory sessions: during these sessions, the students will present practical case studies that they have prepared, and comments on the readings provided. There will be occasional assessments of knowledge acquired.

Group work on a company: the aim is to look at the organisational structure of a real company, selected by the students.

Evaluation:
Evaluation of the Business I course is through the partial evaluations in the two parts of the course. Both of the parts must be passed in order to pass the course.

The ordinary exam sessions will take place on separate days for each of the parts (in March, at the end of the first part and in May or June at the end of the second). Both exam sessions will have possible subject exemption, so in the extraordinary exam, the students will be examined on that part of the course that they failed.

The extraordinary exam will be held on the same day for both parts of the course.

The result of the exam (multiple choice style) will represent 70% of each part of the course. The remaining 30% will reflect a number of activities carried out during the participatory sessions.

Students who have to retake the course, but who passed one of the two parts the previous year, will not have their grades carried over, and will have to take the whole exam again.

Core bibliography:

