

**COURSE DATA****DATA SUBJECT**

Code: 33585
Name: Training, guidance and mediation in the labour market
Cycle: Undergraduate Studies
ECTS Credits: 4.5
Academic year: 2026-27

STUDY (S)

Degree	Center	Acad. year	Period
1309 - Degree in Labour Relations and Human Resources	Facultat de Ciències Socials	4	First quarter

SUBJECT-MATTER

Degree	Subject-matter	Character
1309 - Degree in Labour Relations and Human Resources	Training, guidance and mediation in the labour market	ELECTIVES

COORDINATION

CABALLER HERNANDEZ AMPARO

SUMMARY**PREVIOUS KNOWLEDGE****RELATIONSHIP TO OTHER SUBJECTS OF THE SAME DEGREE**

There are no specified enrollment restrictions with other subjects of the curriculum.

OTHER REQUIREMENTS**COMPETENCES / LEARNING OUTCOMES****1309 - Degree in Labour Relations and Human Resources**

Act with autonomy in learning, making informed decisions in different contexts, issuing judgements based on experimentation and analysis, and transferring knowledge to new situations.

Advise and manage matters relating to employment and labour contracts.



Analyse, synthesise and reason critically.

Analyse and assess decisions made by agents involved in labour relations.

Analyse and assess the factors that determine inequalities in the world of work.

Analyse different proposals from socio-economic agents affecting regional and local dynamics, with particular emphasis on social agents, and promote participation in socio-economic development policies at regional and local level.

Analyse the structure, characteristics, problems and dynamics of the labour market at regional and local levels, with particular emphasis on existing inequalities (gender, class, etc.) and the underlying factors.

Collaborate effectively in work teams, assuming responsibilities and leadership roles and contributing to collective improvement and development.

Contribute to the design, development and implementation of solutions that respond to social demands, taking into account the Sustainable Development Goals as a reference.

Demonstrate critical and self-critical thinking in the field of the degree programme, considering aspects such as professional ethics, moral values and the social implications of the different activities carried out.

Design and develop basic social and labour research projects.

Develop organisational and planning actions.

Identify the socio-economic development model of a region and a territory, its internal logics, its points of tension, its sources of employment and its possibilities for transformation.

Know and apply human resource management policies and implementation tools.

Know and apply the principles of the professional code of ethics.

Know and understand, within the field of the degree programme, gender inequalities in society; integrate different needs and preferences based on sex and gender into the design of solutions and problem solving.

Know and understand the economic framework of labour relations and the dynamics of labour markets.

Know and understand the social processes structuring labour and production relations.

Know how to communicate effectively, both orally and in writing, adapting to the characteristics of the situation and the audience.

Know possible psychosocial effects of unemployment, occupational training schemes and intermediation functions, as well as factors that increase employability such as social skills.

Know the fundamentals of human resource management policies and the instruments for their implementation.

Know the main national and European programmes affecting regional and local socio-economic dynamics.



Know the main psychological perspectives, as well as personal, organisational and situational factors influencing attitude, work behaviour, organisational behaviour and their consequences on the person, the group and organisational effectiveness.

Know the regulatory framework and the possibilities for intervention by regional and local governments in sustainable socio-economic development from an integrated perspective (employment, economy, environment, training, equality, innovation, etc.).

Know the socio-economic agents influencing regional and local socio-economic dynamics.

Learn independently and develop initiative and entrepreneurial spirit.

Locate, analyse, critically evaluate, request and manage public programmes and aid for employment and socio-economic development from a comprehensive perspective (labour, economic, environmental, training, equality, innovation, etc.).

Manage information, draft and formalise reports and writings.

Perform job guidance and placement functions and promote social skills among jobseekers.

Prepare, implement and evaluate occupational training and employment insertion plans.

Propose creative and innovative solutions to complex situations or problems within the field of knowledge, to respond to diverse professional and social needs.

Respect and promote fundamental rights, equality between men and women, equal opportunities and non-discrimination, democratic values and sustainability.

Solve problems, apply knowledge to practice and develop motivation for quality.

Understand the fundamentals of business organisation.

Use information and communication technologies.

DESCRIPTION OF CONTENTS

1.

2.

3.

**WORKLOAD****PRESENCIAL ACTIVITIES**

Activity	Hours
Theoretical and practical classes	45,00
Total hours	45,00

NON PRESENCIAL ACTIVITIES

Activity	Hours
Attendance at other activities	2,00
Individual or group project	25,00
Independent study and work	15,00
Preparation of lessons	16,00
Preparation for assessment activities	9,50
Resolution of case studies	0,00
Total hours	67,50

TEACHING METHODOLOGY**EVALUATION****REFERENCES**

- Caballo (ed.) Manual de evaluación y entrenamiento en habilidades sociales. Madrid: Siglo XXI.
- Rodríguez Moreno M. L. (2003): Como orienar hacia la construcción del proyecto profesional. Desclée.
- Gracia, Martín, Rodríguez y Peiró: (2001) Cambios en los componentes del significado del trabajo durante los primeros años de empleo: Un análisis longitudinal. Anales de psicología. 2001, vol. 17, nº 2 (diciembre), 201-217.
- Peiro, J.M. y Prieto, F: (1996): Tratado de psicología del Trabajo. Síntesis Psicología. Madrid.
- Martínez, A. y Zurriaga, R. (1998). Gestión de competencias. Información. Psicológica, 68, 30-35..
- Pérez de Villar Ruiz, M.J. y Torres medina, C. (1999): Dinámica de grupos en formación de formadores: casos Prácticos. Textos Universitarios. Herder.



- Van-der Hofstadt Román, C.J. (2005) El libro e las habilidades de comunicación. Díaz de Santos.
- Le Boterf, G. (1991) Ingeniería y Evaluación de los planes de formación. AEDIPE. Deusto.
- Ovejero Bernal, A (2006): Psicología del trabajo en un mundo globalizado: como hacer frente al mobbing y al estrés laboral. Biblioteca nueva.
- Ripoll, P., Rodríguez, I. y Peiró, J.M. (1996), Desempleo, en J.M Peiró y F. Prieto (eds.) Tratado de Psicología del Trabajo, Vol. 2: Aspectos psicosociales del trabajo (pp. 225-247). Madrid: Síntesis.