



COURSE DATA

DATA SUBJECT

Code: 35867
Name: Supplementary pension systems
Cycle: Undergraduate Studies
ECTS Credits: 4.5
Academic year: 2025-26

STUDY (S)

Degree	Center	Acad. year	Period
1313 - Degree in Business Management and Administration	Facultat d'Economia	4	First quarter

SUBJECT-MATTER

Degree	Subject-matter	Character
1313 - Degree in Business Management and Administration	Supplementary social prevision systems	ELECTIVES

COORDINATION

VIDAL MELIA CARLOS

SUMMARY

Supplementary pension systems is a course of 4.5 ECTS credits linked to the subject of the same name and included in Human Resources Management itinerary on the Degree of ADE.

It is taught in the first semester of the fourth year of the Degree of ADE . They are going to work the following aspects: Analysis of the basic systems of financing the benefits; Analysis of the Plans and Pension Funds; analysis of collective life insurance, Social Security Business Plans and Mutual Provident Societies. Not need any specific knowledge of other subjects.

;\\\"hps\\\"\\\"\\\"\\\"\\\"\\\"\\\"\\\"\\\"\\\">Mutual Provident Societies. Not need any specific knowledge of other subjects.

PREVIOUS KNOWLEDGE

RELATIONSHIP TO OTHER SUBJECTS OF THE SAME DEGREE

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

OTHER REQUIREMENTS



No specific prior knowledge of other subjects of the Degree by the student are required.
It is advised having passed the subject FINANCIAL MATHEMATICS.

COMPETENCES / LEARNING OUTCOMES

1313 - Degree in Business Management and Administration

Demonstrate capacity for analysis and synthesis.

Know complementary social welfare systems and be able to assess the effects of their implementation on the organisation.

Show commitment to ethics and social responsibility.

DESCRIPTION OF CONTENTS

1.

2. SUBJECT 2. PENSION PLANS AND FUNDS

3.

4.

WORKLOAD

PRESENCIAL ACTIVITIES

Activity	Hours
Theory	30,00
Classroom practices	15,00
Total hours	45,00

NON PRESENCIAL ACTIVITIES

Activity	Hours
----------	-------



Attendance at other activities	0,00
Individual or group project	17,50
Independent study and work	20,00
Preparation of lessons	20,00
Preparation for assessment activities	10,00
Resolution of case studies	0,00
Total hours	67,50

TEACHING METHODOLOGY

The development of the course is structured in a theory session per week (lecture) in two hours and a practice session of one hour.

Practical classes will consist in solving exercises, study of real case studies, class presentations and discussions of readings. The need for the development of theoretical and practical material available to find students in the Virtual Classroom (aulavirtual.uv.es) in advance. It is reminded that attendance is compulsory in all classroom activities of this subject.

The methodology to teach the subject in both theoretical and practical classes, is pointing to the ability to combine individual work with the teamwork. More specifically, the methodology used can be described as follows:

For the lectures students must prepare in advance the basic reading material that forms the basis for the theoretical explanation, and the main doubts in making such reading material. The teacher during class combine their explanations with the active participation of students (approach can answer questions that the teacher and / or peers, resolution of short questions raised by the teacher and group discussion of the issues that have attracted the most interest). The objective is that students develop both their capacity to autonomous work (work prior to class) and their ability to work together, argue and defend Ideas (discussion groups) and oral and written communication (raising doubts on the subject in writing and solving public issues that have been raised in class).

The practical classes, meanwhile, will be made by combining two different strategies. The first will consist of the resolution of a number of theoretical issues and problems-type by the teacher, through which students learn to identify the essential elements of posing and solving problems for each theme. In the second, students must solve issues and problems similar to the above, occasionally in class and as homework usually nature. These unresolved issues can be collected by the teacher and will proceed to their analysis and correction on the board.

Alongside this, work may be made based on group discussion of texts given by Professor previous form as well as the resolution of more complex exercises that will later be presented in class. The groups created for both types of tasks will be different, in order to facilitate interaction with classmates. Both these tasks as delivering group exercise individually indicated above, will form the basis of continuous assessment of the student.

An important element of learning is personalized tutorials. They may be settled individually any doubts, and questions may arise during the teaching-learning process, so that students are encouraged to use them regularly.

EVALUATION



The course will be assessed from the consideration of the following aspects:

1) Written exam at the end of the semester. This examination, which will run from item 1 to item 4, will consist of theoretical and practical questions, some multiple choice, and let you get up to 70% of the final grade (7 out of 10).

2) The remaining 30% will be achieved from the practical activities developed by the student during the semester, taking into account the continuous assessment as a result of delivery problems solved, follow-up testing and development work. **Individual activities** not delivered, or those that have obtained a suspense note, will be considered **recoverable on second call**. Activities carried out in groups or with the intervention of more than one person, such as class presentations or debates, are not recoverable.

The sum of the two, properly weighted above components provide the final mark achieved by the student. In this regard, the subject will be considered approved if the student gets 5 points out of 10, as the sum of all previous concepts. However, it is considered an essential requirement to pass the examination of final exam synthesis, which is binding. Failure to pass the exam synthesis, the highest rating that the student can obtain as a sum of all the components will be 4.5 points.

NOTE: The use of illegal or fraudulent methods (copying, plagiarism, impersonation, etc.) to obtain undeserved results in the evaluable tests will be penalized with a zero in the test grade for those involved, subject to other penalties that may arise from the academic authorities. (see REGLAMENT D'AVUACIÓ I QUALIFICACIÓ DE LA UNIVERSITAT DE VALÈNCIA PER A TÍTOLS DE GRAU I MÀSTER. Approved by the Governing Council of May 30, 2017. ACGUV 108/2017).

agiarism, impersonation, etc.) to obtain undeserved results in the evaluable tests will be penalized with a zero in the test grade for those involved, subject to other penalties that may arise from the academic authorities. (see REGLAMENT D'AVUACIÓ I QUALIFICACIÓ DE LA UNIVERSITAT DE VALÈNCIA PER A TÍTOLS DE GRAU I MÀSTER. Approved by the Governing Council of May 30, 2017. ACGUV 108/2017).

REFERENCES

- Vidal-Meliá, Carlos (2024) Apuntes de Previsión Social Complementaria. Curso 2024-2025