

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

Code: 44488
Name: Legal environment
Cycle: Master's Degree
ECTS Credits: 3
Academic year: 2025-26

STUDY (S)

Degree	Center	Acad. year	Period
2212 - Master's Degree in Business Management. MBA	Facultat d'Economia	1	First quarter

SUBJECT-MATTER

Degree	Subject-matter	Character
2212 - Master's Degree in Business Management. MBA	Business environment	COMPULSORY

COORDINATION

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SUMMARY

In general, the aim of the course is to broaden students' knowledge of the legal environment in which the productive activity of companies takes place.

This environment is analysed from a double perspective. In the first place, we study its mercantile nature and, in particular, the legal and practical regime for the administration and management of companies, and some basic aspects of bankruptcy law and mercantile contracts. Secondly, labour law is studied, in particular the different sources of labour law and the relations between them, the types of labour contracts, the costs and responsibilities derived from them as well as the main legal limits to business decisions.

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

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

OTHER REQUIREMENTS



Students who do not have degrees with legal content or whose professional experience does not cover these topics must complete additional training in order to achieve the learning outcomes. This training, in the case of this subject, covers aspects of law.

This training will be obtained through independent student work, guided, if necessary, by tutorials conducted by the teachers of the subject Legal Environment

COMPETENCES / LEARNING OUTCOMES

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Act in the company's decision-making within the framework of human rights, democratic principles, the principles of equality between women and men, solidarity, environmental protection, universal accessibility and design for all, and the promotion of a culture of peace.

Analyse, synthesise and evaluate information, in a rigorous and critical manner, and be able to identify assumptions, assess evidence, detect false logic or reasoning, identify implicit values, and generalise adequately about problems and situations related to the business world.

Assess the direction and intensity of the possible impacts of change in the environmental factors on a company's activity and future results.

Evaluate the economic, technological, legal, fiscal and sociocultural framework in which a company develops its activity.

Know and identify the principles of action and master plans of corporate social responsibility that allow the implementation of strategies aimed at improving confidence in the company, the relations with its environment, its image, its legitimacy and its social prestige.

Promote the ability to work in a team and to collaborate and organise the group's activities effectively and efficiently both in the area of general management and in the other functional areas of the company.

Students should apply acquired knowledge to solve problems in unfamiliar contexts within their field of study, including multidisciplinary scenarios.

Students should possess and understand foundational knowledge that enables original thinking and research in the field.

DESCRIPTION OF CONTENTS

1. Business typology

Enumeration
Community of goods and society
Partnerships and capital companies



Fundamental differences between the public limited company and the limited liability company
Organs of capital companies
Administrative body
General meeting: competences, summon and constitution
Summons and constitution
Challenging agreements

2. Structural changes and corporate groups

Concept of merger and division and difference with similar operations
Merger procedure
Corporate groups
Concept
Corporate relevance: doctrine of the lifting of the veil
Antitrust relevance

3. Commercial Contracts

General regime of commercial obligations and contracts
General regime
Consumer contracts
Standard form contracts
Purchase and sale contracts
Collaboration contracts: commission, agency, distribution and franchise
Other contracts
Banking contracts
Contracts in the stock market
Transport contracts
Insurance contracts

4. Bankruptcy law

Budgets of bankruptcy
Effects of the declaration of bankruptcy
Termination of bankruptcy
Arrangement
Liquidation
Rating of bankruptcy



5. The sources of labour law

Enumeration

Collective agreements: typology and effectiveness

Company agreements

Relationship between norms and individual autonomy: the most beneficial condition

6. The employment contract

Concept

Parties

The worker

The employer. Specific cases of liability: contract and subcontract, illegal assignment of workers and transfer of company.

Types of employment contracts

Common: indefinite and temporary. Recruitment through temporary work agencies.

Modalities: part-time, fixed discontinuous, training and distance.

Special relations: senior management, trade

7. Basic rights and duties of the worker

Rights: salary and protection against labour risks.

Duties: performance, obedience, contractual good faith.

Business obligations in relation to social protection

8. The powers of the employer

A) Surveillance and control of business activity.

B) Disciplinary power.

C) Modification, suspension and extinction of the contract.

D) Individual business decisions and collective decisions: collective conflicts.

**WORKLOAD****PRESENCIAL ACTIVITIES**

Activity	Hours
Tutorials	12,00
Theory	18,00
Total hours	30,00

NON PRESENCIAL ACTIVITIES

Activity	Hours
Attendance at other activities	0,00
Individual or group project	0,00
Independent study and work	25,00
Preparation of lessons	20,00
Preparation for assessment activities	0,00
Resolution of case studies	0,00
Total hours	45,00

TEACHING METHODOLOGY

Simple practical cases will be proposed through which the most significant issues in each of the units can be analysed.

EVALUATION

The subject will be assessed both through a test and through observation techniques. The test will consist of a final examination to assess the learning outcomes and especially the extent to which the planned competences have been attained. This examination will contribute 60 % of the final mark for the subject.

Observation techniques will consist mainly of monitoring student participation in the teaching-learning process and will contribute 40 % of the mark that can contemplate the delivery of practical exercises. Aspects such as the students' capacity to work in a team, to argue and to defend ideas and, particularly, their active participation in class, will be evaluated. Continuous assessment, given its characteristics, is partly non-reassessable.

REFERENCES

- ¿—SÁNCHEZ CALERO, F. y SANCHEZ-CALERO, J. (Última edición), Principios de Derecho Mercantil, Aranzadi
- ¿ BROSETA PONT, M. y MARTÍNEZ SANZ, F. (última edición), Manual de Derecho Mercantil, Editorial Tecnos, Madrid.
- ¿ RAMÍREZ MARTÍNEZ, J.M. y GARCIA ORTEGA, J. (última edición), Curso básico de Derecho del Trabajo y de la Seguridad Social. Tirant lo Blanch, Valencia.



¿ GOERLICH PESET, J.M. (Dir.) (última edición), Derecho del Trabajo. Tirant lo Blanch, Valencia.