

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

**Code:** 44488  
**Name:** Legal environment  
**Cycle:** Master's Degree  
**ECTS Credits:** 3  
**Academic year:** 2026-27

**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

### 2212 - Master's Degree in Business Management. MBA

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



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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
<b>Total hours</b>	<b>30,00</b>

**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
<b>Total hours</b>	<b>45,00</b>

**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.



VNIVERSITAT ID VALÈNCIA

**Course Guide**  
**44488 Legal environment**

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