

# DECIDE YOUR FUTURE

- Option of bilingual degrees
- Wide selection of internships
- Opportunity to complete part of your degree in some of Europe's best universities
- School has initiated process of AACSB international accreditation

## SCHOOL OF ECONOMICS AND BUSINESS

UNIVERSITY OF OVIEDO

DEGREE IN BUSINESS  
ADMINISTRATION AND  
MANAGEMENT

DEGREE IN  
ACCOUNTING  
AND FINANCE

DEGREE IN  
ECONOMICS

DEGREE IN LABOUR  
RELATIONS AND HUMAN  
RESOURCES

JOINT DEGREE IN BUSINESS  
ADMINISTRATION AND  
MANAGEMENT & LAW



UNIVERSIDAD DE OVIEDO



The School of Economics and Business at the University of Oviedo offers the following undergraduate Degree programmes:

- Degree in Business Administration and Management
- Degree in Accounting and Finance
- Degree in Economics
- Degree in Labour Relations and Human Resources
- Joint Degree in Business Administration and Management & Law



The School of Economics and Business strives to provide a quality, comprehensive education with the aim of training undergraduates and postgraduates for a professional career in a global environment and providing them with a critical outlook and a sense of social responsibility.

To achieve this objective, the activities of the School are grounded in the following core values:

- Commitment to our activities.
- International outlook.
- Social responsibility.
- Integration of diverse cultures.
- Dialogue and collaboration.
- Commitment to continual growth and improvement.
- Transparency.



## Why choose the School of Economics and Business at the University of Oviedo?

- We offer Degree programmes designed to meet the demands of companies, thereby maximising the employability of our graduates.
- We have a high-quality teaching and research staff. Our scientific output places us among the top schools in Spain, ranked **fifth** in the area of Business and **fourteenth** in Economics (I-UGR Rankings of Spanish Universities according to Scientific Fields and Disciplines, 4th edition, 2013).
- We have begun an international accreditation process with the prestigious US-based association AACSB (**Association to Advance Collegiate Schools of Business**) as part of our ongoing effort to improve our standards and guarantee the quality of our services.
- We seek greater internationalization of our Degrees through more than 50 agreements with universities in Europe, the Americas and Asia.
- We offer a wide range of subjects in English which permits our students to obtain a **Bilingual Itinerary Certificate**.
- We administrate internships in over 150 companies and institutions (ALSA, CAPSA, Liberbank, Banco Herrero, HC,...) with the aim of providing experience to students and thereby facilitating their access to the labour market.
- Students have the opportunity to attend conferences by prestigious academics and professionals in our **Conference Series**.
- In collaboration with different entities through the program **iEmpleo**, we assist students in acquiring competences which increase their employability.
- We have up-to-date information technology to support learning: computer facilities, Wi-Fi, e-library, remote access, Virtual Campus, etc.
- And all the above can be combined with the prestige of receiving a degree from a University with **over 400 years of history**.



# DEGREE IN BUSINESS ADMINISTRATION AND MANAGEMENT

## Objectives

The objective of the Degree in Business Administration and Management is to train professionals who will be able to create their own businesses as well as perform any role necessary in the area of management and administration in private or public companies or institutions. As managerial roles can be performed at the top level of the organization as well as in the different departments comprising its structure (production, human resources, finance, marketing, treasury, accounting, etc.), the Degree in Business Administration and Management aims at providing graduates with capabilities and competences to:

- Identify business initiatives and bring them to fruition.
- Manage and administrate companies and institutions.
- Fit into any of the departments of a company, such as accounting, supply chain management, marketing, finance, operations or human resources.
- Solve managerial and administrative problems.
- Carry out advisory and consulting tasks.

## Applicant profile

Very different kinds of students enter the Degree in Business Administration and Management. However, it is advisable for applicants to have certain interests and aptitudes, including:

- Interest in getting to know and understand the workings of the business world and the economy in general.
- Entrepreneurial outlook.
- Aptitude for handling and interpreting quantitative information.
- Good oral and written communication skills.
- Information technology skills.
- Willingness to learn languages, especially English.

For information on how to apply to the University of Oviedo and the specific requirements for admission, please consult the following web page:

*[www.uniovi.es/en/accesoyayudas/estudios](http://www.uniovi.es/en/accesoyayudas/estudios)*

## Career opportunities

Graduates in Business Administration and Management can pursue careers in the private and public sectors, at national and international level.

These degree-holders are prepared for posts related to planning, organization, coordination and control of strategies, and the action plans of companies in its various departments, particularly corporate management, projection and strategy, administration, human resources, production, technology and operations, marketing, financial management, treasury and taxes, internal and external management control, supply chain

management, foreign trade, or imports and exports.

In the field of Public Administration, graduates can opt for work in local, regional, national and international organisms. In the field of education, graduates can select the public sector or private sectors (secondary level, vocational education and training, university level), as well as

academies and company training centres.

Finally, the training received by Business Administration and Management graduates puts them at an advantage when it comes to setting up their own business. One of the most important objectives of the Degree is to instil an entrepreneurial culture and help develop the competences and capabilities associated with that.



## CURRICULUM

All subjects are taught in Spanish. Those marked “<sup>a</sup>” are also available in English.

| Type of subject          | ECTS       |
|--------------------------|------------|
| Basic Core               | 60         |
| Compulsory               | 120        |
| Elective<br>(Internship) | 54<br>(12) |
| Final Year Project       | 6          |

### FIRST YEAR (Basic Core)

| FIRST SEMESTER  | ECTS | SECOND SEMESTER                                  | ECTS |
|---|------|--|------|
| Introduction to Civil, Patrimonial and Commercial Law | 6    | Introduction to Accounting <sup>a</sup>          | 6    |
| Introduction to Business <sup>a</sup>                 | 6    | Sociology <sup>a</sup>                           | 6    |
| World Economic History <sup>a</sup>                   | 6    | Introduction to Economic Statistics <sup>a</sup> | 6    |
| Mathematics <sup>a</sup>                              | 6    | Introductory Macroeconomics <sup>a</sup>         | 6    |
| Introductory Microeconomics <sup>a</sup>              | 6    | World Economy <sup>a</sup>                       | 6    |

### SECOND YEAR (Compulsory)

| FIRST SEMESTER   | ECTS | SECOND SEMESTER                               | ECTS |
|--|------|---|------|
| The Economy of Spain and the European Union <sup>a</sup> | 9    | Statistical Methods for Business <sup>a</sup> | 6    |
| Economic Analysis <sup>a</sup>                           | 9    | Mathematical Methods for Business             | 6    |
| Cost Accounting and Management Control <sup>a</sup>      | 6    | Fundamentals of Marketing <sup>a</sup>        | 6    |
| Production Management <sup>a</sup>                       | 6    | Corporate Finance <sup>a</sup>                | 6    |
|  |      | Human Resource Management <sup>a</sup>        | 6    |

### THIRD YEAR (Compulsory)

| FIRST SEMESTER                                  | ECTS | SECOND SEMESTER                    | ECTS |
|---|------|------------------------------------|------|
| Spanish Tax System I                            | 6    | Strategic Management <sup>a</sup>  | 6    |
| Financial Markets and Institutions <sup>a</sup> | 6    | Spanish Tax System II              | 6    |
| Organizational Design <sup>a</sup>              | 6    | Econometrics                       | 6    |
| Analysis of Financial Statements <sup>a</sup>   | 6    | Marketing Research                 | 6    |
| Marketing Management                            | 6    | Financial Investments <sup>a</sup> | 6    |

### FOURTH YEAR (Electives and Final Year Project)

| FIRST SEMESTER | ECTS | SECOND SEMESTER                 | ECTS |
|----------------|------|---------------------------------|------|
| Electives      | 30   | Electives                       | 24   |
|                |      | Final Year Project <sup>a</sup> | 6    |

In the fourth year, students choose 54 ECTS from the list of subjects below. Each subject is worth 6 ECTS except for Internship, which consists of 12 ECTS.



| ANNUAL ELECTIVES                     |      | ECTS                                     |      |
|--------------------------------------|------|--|------|
| Economics and Business Seminars      |      | 6  |      |
| Internship                           |      | 12                                       |      |
| FIRST SEMESTER                       | ECTS | SECOND SEMESTER                          | ECTS |
| Business History of Spain*           | 6    | Advanced Management Accounting*          | 6    |
| Fiscal Planning                      | 6    | Economic and Social History of Spain*    | 6    |
| Labour and Social Security Law*      | 6    | Labour Economics*                        | 6    |
| Financial Mathematics <sup>a</sup>   | 6    | Industrial Economics*                    | 6    |
| International Economic Relations     | 6    | Advertising and Promotion                | 6    |
| Political Science**                  | 6    | Financial Risk Management                | 6    |
| Distribution Channels and e-Commerce | 6    | Sociology of Work and Labour Relations** | 6    |
| Financial Analysis and Planning      | 6    | Innovation and Technology Management     | 6    |
| International Management             | 6    | Entrepreneurship**                       | 6    |
| Organizational Economics             | 6    | Statistical Analysis of Data**           | 6    |
| Competitive Analysis of the Firm**   | 6    | Commercial Law*                          | 6    |
| Auditing                             | 6    |  |      |
| Foreign Trade**                      | 6    |  |      |
| Administrative Law*                  | 6    |  |      |

\* Subject shared with the Degree in Economics

\*\* Subject shared with the Degree in Labour Relations and Human Resources

<sup>a</sup> Subject also available in English

### Bilingual Itinerary

Students in the Degree in Business Administration and Management have the opportunity to take the majority of subjects in English. In the first year, students can take a minimum of four and maximum of nine subjects in English.

Doing subjects in English is valued as a merit during the selection process for ERASMUS scholarships for placements in European universities and appears in the European Diploma Supplement (DS). Students who obtain at least 120 ECTS in English will receive a certificate accrediting that they have successfully completed the Bilingual Itinerary.

### Internships

In the Degree in Business Administration and Management, internships are structured as an elective subject with 12 ECTS. Internships are

offered in the most important companies and institutions in the region.

### International Mobility\*

Students in third and fourth year can spend one semester or a full academic year in a foreign university with which the School of Economics and Business has a bilateral agreement. At present, the School has ERASMUS agreements with over 50 universities in 15 European countries, permitting students to study in five different languages: English, French, German, Italian and Portuguese.

Apart from ERASMUS agreements, which are specific to students from the School, the University of Oviedo has several cooperation agreements with non-European universities, mainly from the Americas, many of which are open to students from the School.

\* International students should consult the following web page for information on the application procedure for exchange studies at the University of Oviedo. [www.uniovi.es/internacional/extranjeros/planifica/documentacion](http://www.uniovi.es/internacional/extranjeros/planifica/documentacion)

## DEGREE IN ACCOUNTING AND FINANCE

### Objectives

The objective of the Degree in Accounting and Finance of the University of Oviedo is to permit students to develop the competences and skills to carry out duties and tasks within companies, with special emphasis on activities related to accounting and financial management. This is a degree programme with a clearly professional orientation which also provides a solid grounding for further advanced study in the fields of accounting and finance. The main areas where graduates in Accounting and Finance can expect to work include:

- Administration: accounting, taxes, wages and salaries, and social security.
- Financial management.
- Accounting advice and business consulting.
- Insurance and financial institutions.
- Auditing.
- Professional practice: reports, records, financial forensics, company valuations, etc.

### Applicant profile

Applicants should have a well-defined interest in accounting and financial issues. While students may enter the degree programme from a wide range of backgrounds, it is recommended that applicants possess certain interests and aptitudes including:

- An interest in managerial and administrative tasks, especially those

related to accounting and finance.

- Ability to understand and use logical resources.
- Capability of analysis, organization, planning and decision-making.
- Communication skills.
- Aptitude for teamwork.
- Critical outlook.

For information on how to apply to the University of Oviedo and the specific requirements for admission, please consult the following web page:

*[www.uniovi.es/en/accesoyayudas/estudios](http://www.uniovi.es/en/accesoyayudas/estudios)*

### Career opportunities

Graduates in Accounting and Finance can pursue careers in both the private and public sectors as well as in international entities.

These graduates are prepared for positions in all types of companies, carrying out tasks including: corporate accounting; management and advisory services on accounting and taxation issues; accounting operations necessary for the consolidation of financial statements; analysis of sources of finance, including criteria for dealing with risk and uncertainty; application of financial management and control techniques; preparation of any economic, financial or accounting studies and reports related to the activity of the company which may be required for dealings with the public administration, territorial entities

or any relevant legal organism.

In the field of Public Administration, graduates can opt for work in local, regional, national and international organisms. In the field of education, graduates can select the public sector or private sectors (secondary level, vocational education and training, university level), as well as academies and company training centres.

Finally, the training received by Accounting and Finance graduates puts them at an advantage when it comes to setting up their own business. One of the most important objectives of the Degree is to instil an entrepreneurial culture and help develop the competences and capabilities associated with that.



## CURRICULUM

All subjects are taught in Spanish. Those marked “<sup>a</sup>” are also available in English.

| Type of subject            | ECTS       |
|----------------------------|------------|
| Basic Core                 | 60         |
| Compulsory<br>(Internship) | 144<br>(9) |
| Elective                   | 30         |
| Final Year Project         | 6          |

### FIRST YEAR (Basic Core)

| FIRST SEMESTER                           | ECTS | SECOND SEMESTER                                  | ECTS |
|--|------|--|------|
| Mathematics <sup>a</sup>                 | 6    | Introduction to Economic Statistics <sup>a</sup> | 6    |
| World Economic History <sup>a</sup>      | 6    | Introduction to Accounting <sup>a</sup>          | 6    |
| Introductory Microeconomics <sup>a</sup> | 6    | World Economy <sup>a</sup>                       | 6    |
| Civil Patrimonial Law                    | 6    | Sociology <sup>a</sup>                           | 6    |
| Introduction to Business <sup>a</sup>    | 6    | Introduction to Finance                          | 6    |

<sup>a</sup> Subject also available in English

### SECOND YEAR (Compulsory)

| FIRST SEMESTER                        | ECTS | SECOND SEMESTER  | ECTS |
|---------------------------------------|------|--|------|
| Cost Accounting                       | 6    | Financial Accounting II                                      | 6    |
| Information Technology for Management | 6    | Mathematical Methods for Finance                             | 6    |
| Financial Accounting I                | 6    | Business Administration and Management of Services Companies | 6    |
| Introductory Macroeconomics           | 6    | Commercial Law   | 6    |
| Corporate Finance                     | 6    | Corporate Finance  | 6    |

### THIRD YEAR (Compulsory and Electives)

| FIRST SEMESTER                         | ECTS | SECOND SEMESTER       | ECTS |
|--|------|-----------------------|------|
| Business Statistics                    | 6    | Auditing I            | 6    |
| Cost Accounting and Management Control | 6    | Financial Investments | 6    |
| Analysis of Financial Information      | 6    | Econometrics          | 6    |
| Financial Markets and Institutions     | 6    | <i>Elective 1</i>     | 6    |
| Marketing Management                   | 6    | <i>Elective 2</i>     | 6    |

Students choose two elective subjects from the following list (all worth 6 ECTS):

- *Mathematics of Bonds and Life Insurance*
- *Monetary and Financial Macroeconomics*
- *Labour and Social Security Law*
- *Business English I: Social Skills and Documentation (shared with Degree in Labour Relations and Human Resources)*
- *Management Information Systems*
- *Public Accounting*

## FOURTH YEAR (Compulsory, Electives and Final Year Project)

| FIRST SEMESTER            | ECTS | SECOND SEMESTER                 | ECTS |
|---------------------------|------|---------------------------------|------|
| Financial Risk Management | 6    | Consolidated Financial Accounts | 6    |
| Corporate Accounting      | 6    | Company Tax Law                 | 9    |
| <i>Elective 1</i>         | 6    | Internship                      | 9    |
| <i>Elective 2</i>         | 6    | Final Year Project*             | 6    |
| <i>Elective 3</i>         | 6    |                                 |      |

\* Subject also available in English

Students choose three elective subjects for the first semester from the following list:

- *Administrative Law*
- *Market Research*
- *Financial Services Marketing*
- *Entrepreneurship*
- *Banking*
- *Business English II: Oral Presentations and Intercultural Communications (shared with Degree in Labour Relations and Human Resources)*
- *International Finance*
- *Advanced Accounting*
- *Auditing II*

### Bilingual Itinerary

Students in the Degree in Accounting and Finance have the opportunity to take subjects in English. In the first year, students can take a minimum of four and a maximum of eight subjects in English.

Doing subjects in English is valued as a merit during the selection process for ERASMUS scholarships for placements in European universities and appears in the European Diploma Supplement (DS). Students who obtain at least 120 ECTS in English will receive a certificate accrediting that they have successfully completed the Bilingual Itinerary.

### Internships

In the Degree in Accounting and Finance, internships are structured as an compulsory subject with 9 ECTS (225 hours), with 180 hours of on-site training. Internships

are offered in the most important companies and institutions in the region.

### International Mobility\*

Students in third and fourth year can spend one semester or a full academic year in a foreign university with which the School of Economics and Business has a bilateral agreement. At present, the School has ERASMUS agreements with over 50 universities in 15 European countries, permitting students to study in five different languages: English, French, German, Italian and Portuguese.

Apart from ERASMUS agreements, which are specific to students from the School, the University of Oviedo has several cooperation agreements with non-European universities, mainly from the Americas, many of which are open to students from the School.

\* International students should consult the following web page for information on the application procedure for exchange studies at the University of Oviedo. [www.uniovi.es/internacional/extranjeros/planifica/documentacion](http://www.uniovi.es/internacional/extranjeros/planifica/documentacion)

## DEGREE IN ECONOMICS

### Objectives

The objective of the Degree in Economics is to train professionals capable of understanding and analysing economic situations and the decision-making processes of economic agents and the interconnections among them. Graduates obtain capabilities and competences to:

- Identify economic problems and propose alternative solutions.
- Allocate available resources efficiently and effectively.
- Analyse and evaluate the implications of economic policy decisions and their consequences for social welfare.

### Applicant profile

Students from a wide range of backgrounds enter the Degree in Economics, but it is advisable to have the following interests and aptitudes:

- Interest in understanding general economic situations and the political and social problems of society.
- Critical outlook.
- Aptitude for handling and interpreting quantitative information.
- Good oral and written communication skills.
- Information technology skills.
- Willingness to learn languages, especially English.

For information on how to apply to the University of Oviedo and the specific requirements for admission, please consult the following web page:

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### Career opportunities

Graduates in Economics will have achieved a level of analytical competence and an understanding of economic decision-making processes and their consequences such that they can pursue professional careers in any important economic and social entity. They will be aware of alternative ways of allocating resources and their implications for economic efficiency. As such, they can help companies, individuals and public institutions to behave in a more economically efficient and rational manner. They will be capable of identifying and foreseeing important economic problems and issues arising in concrete scenarios and proposing appropriate solutions, as well as evaluating the results of the decisions eventually taken.

Within companies, the types of activities Economics graduates can be expected to carry out include, among others: economic analysis, macroeconomic and business forecasting, design and evaluation of economic policies, design and control of budgets, evaluation of public policies, preparation of economic statistics and indicators, foreign trade, tax and treasury issues, etc.

In the field of Public Administration, graduates can opt for work in local, regional, national and international organisms. In the field of education, graduates can select the public sector or private sectors (secondary level, vocational education and training, university level), as well as academies and company training centres.

Finally, the training received by Economics graduates puts them at an advantage when it comes to setting up their own business. One of the most important objectives of the Degree is to instil an entrepreneurial culture and help develop the competences and capabilities associated with that.



## CURRICULUM

All subjects are taught in Spanish. Those marked “<sup>a</sup>” are also available in English.

| Type of subject          | ECTS       |
|--------------------------|------------|
| Basic Core               | 60         |
| Compulsory               | 120        |
| Elective<br>(Internship) | 54<br>(12) |
| Final Year Project       | 6          |

### FIRST YEAR (Basic Core)

| FIRST SEMESTER  | ECTS | SECOND SEMESTER                                  | ECTS |
|---|------|--|------|
| Introduction to Civil, Patrimonial and Commercial Law | 6    | Introduction to Accounting <sup>a</sup>          | 6    |
| Introduction to Business <sup>a</sup>                 | 6    | Sociology <sup>a</sup>                           | 6    |
| World Economic History <sup>a</sup>                   | 6    | Introduction to Economic Statistics <sup>a</sup> | 6    |
| Mathematics <sup>a</sup>                              | 6    | Introductory Macroeconomics <sup>a</sup>         | 6    |
| Introductory Microeconomics <sup>a</sup>              | 6    | World Economy <sup>a</sup>                       | 6    |

### SECOND YEAR (Compulsory)

| FIRST SEMESTER                                   | ECTS | SECOND SEMESTER  | ECTS |
|--|------|--|------|
| Spanish Economy                                  | 6    | Financial Statement Analysis and Management Control <sup>a</sup> | 6    |
| Microeconomics I                                 | 6    | Economy of the European Union <sup>a</sup>                       | 6    |
| Statistical and Econometric Methods <sup>a</sup> | 9    | Financial Economics  | 6    |
| Mathematical Methods for Economics               | 9    | Macroeconomics I   | 6    |
|  |      | Microeconomics II  | 6    |

### THIRD YEAR (Compulsory)

| FIRST SEMESTER                       | ECTS | SECOND SEMESTER                  | ECTS |
|--------------------------------------|------|----------------------------------|------|
| Econometrics                         | 6    | Public Economics II <sup>a</sup> | 6    |
| Organizational Economics             | 6    | Regional Economics               | 6    |
| International Economics <sup>a</sup> | 6    | History of Economic Thought      | 6    |
| Public Economics I <sup>a</sup>      | 6    | Dynamic Macroeconomics           | 6    |
| Macroeconomics II                    | 6    | Spanish Tax System               | 6    |

### FOURTH YEAR (Electives and Final Year Project)

| FIRST SEMESTER | ECTS | SECOND SEMESTER                 | ECTS |
|----------------|------|---------------------------------|------|
| Electives      | 30   | Electives                       | 24   |
|                |      | Final Year Project <sup>a</sup> | 6    |

In the fourth year, students choose, 54 ECTS from the list of subjects below. Each subject is worth 6 ECTS except for Internship, which consists of 12 ECTS.



| ANNUAL SUBJECTS                          |      | ECTS                                     |      |
|--|------|--|------|
| Economics and Business Seminars          |      | 6  |      |
| Internship                               |      | 12                                       |      |
| FIRST SEMESTER                           | ECTS | SECOND SEMESTER                          | ECTS |
| Competitive Analysis of the Firm**       | 6    | Advanced Management Accounting*          | 6    |
| Administrative Law*                      | 6    | Statistical Analysis of Data**           | 6    |
| Labour and Social Security Law*          | 6    | Commercial Law*                          | 6    |
| Design and Evaluation of Public Policies | 6    | Industrial Economics*                    | 6    |
| Economics of Information                 | 6    | Cultural and Sports Economics            | 6    |
| International Monetary Economics         | 6    | Economics of Natural Resources           | 6    |
| Business History of Spain*               | 6    | Development Economics                    | 6    |
| Economic Forecasting                     | 6    | Labour Economics*                        | 6    |
| Quantitative Decision Models             | 6    | Sociology of Work and Labour Relations** | 6    |
| Political Science**                      | 6    | Economic and Social History of Spain**   | 6    |
| Foreign Trade**                          | 6    |  |      |

\* Subject shared with the Degree in Business Administration and Management

\*\* Subject shared with the Degree in Business Administration and Management and the Degree in Labour Relations and Human Resources.

<sup>a</sup> Subject also available in English

## Bilingual Itinerary

Students in the Degree in Economics have the opportunity to take the majority of subjects in English. In the first year, students can take a minimum of four and maximum of nine subjects in English.

Doing subjects in English is valued as a merit during the selection process for ERASMUS scholarships for placements in European universities and appears in the European Diploma Supplement (DS). Students who obtain at least 120 ECTS in English will receive a certificate accrediting that they have successfully completed the Bilingual Itinerary.

## Internships

In the Degree in Economics, internships are structured as an elective subject with 12 ECTS. Internships are

offered in the most important companies and institutions in the region.

## International Mobility\*

Students in third and fourth year can spend one semester or a full academic year in a foreign university with which the School of Economics and Business has a bilateral agreement. At present, the School has ERASMUS agreements with over 50 universities in 15 European countries, permitting students to study in five different languages: English, French, German, Italian and Portuguese.

Apart from ERASMUS agreements, which are specific to students from the School, the University of Oviedo has several cooperation agreements with non-European universities, mainly from the Americas, many of which are open to students from the School.

\* International students should consult the following web page for information on the application procedure for exchange studies at the University of Oviedo. [www.uniovi.es/internacional/extranjeros/planifica/documentacion](http://www.uniovi.es/internacional/extranjeros/planifica/documentacion)

## DEGREE IN LABOUR RELATIONS AND HUMAN RESOURCES

### Objectives

The objective of the Degree in Labour Relations and Human Resources is to train professionals who will be capable of understanding the complexity and the dynamic and inter-relational nature of work from a global perspective encompassing legal, organizational, psychological, sociological, historical and economic viewpoints. Graduates are expected to be capable of applying the theoretical and practical knowledge they acquire to a range of areas of activity in both the private and public sectors, including: legal advice on labour issues; human resource management; management, intermediation and intervention in labour markets; and occupational health and safety.

### Applicant profile

While students from a wide variety of backgrounds may enter the degree programme, the School is particularly interested in applicants who:

- Are capable of analysing situations from different points of view with a highly multidisciplinary perspective.
- Seek solutions based on consensus which benefit all parties involved, and who have a good aptitude for negotiation.
- Take an active role and interest in society and who are willing to collaborate to overcome inequalities, improve living and working conditions, and help solve conflicts.
- Wish to strengthen their organizational

and leadership skills and their capacity to manage people and teams, as well as their capacity to integrate and convert diversity into a source of strength in organizations.

- Wish to learn in a hands-on way from a variety of perspectives, thereby improving their comprehension and communication skills.

For information on how to apply to the University of Oviedo and the specific requirements for admission, please consult the following web page:

*[www.uniovi.es/en/accesoyayudas/estudios](http://www.uniovi.es/en/accesoyayudas/estudios)*

### Career opportunities

The main areas of specialization for graduates in Labour Relations and Human Resources include:

- Human resource management (HRM).
- Legal advisory services for labour-related issues.
- Labour market intervention and development of labour policies.
- Recent areas of specialization including: occupational health and safety, socio-occupational auditing, social protection and insurance policies, vocational guidance during secondary education.

In the field of Public Administration, graduates can opt for work in local, regional, national and international organisms. In the field of education, graduates can select the public sector or private sectors (secondary level, vocational training,

university level), as well as academies and company training centres.

Finally, the training received by Labour Relations and Human Resources graduates puts them at an advantage when it comes

to setting up their own business. One of the most important objectives of the Degree is to instil an entrepreneurial culture and help develop the competences and capabilities associated with that.

## **CURRICULUM**

All subjects are taught in Spanish. Those marked “<sup>a</sup>” are also available in English.

| Type of subject          | ECTS       |
|--------------------------|------------|
| Basic Core               | 60         |
| Compulsory               | 144        |
| Elective<br>(Internship) | 30<br>(12) |
| Final Year Project       | 6          |

### **FIRST YEAR (Basic Core)**

| FIRST SEMESTER                        | ECTS | SECOND SEMESTER                                  | ECTS |
|---------------------------------------|------|--|------|
| Economic and Social History           | 6    | Introduction to Economic Statistics <sup>a</sup> | 6    |
| Civil Patrimonial Law                 | 6    | Introduction to Accounting <sup>a</sup>          | 6    |
| Theory of Law                         | 6    | Sociology <sup>a</sup>                           | 6    |
| Introduction to Economics             | 6    | Constitutional Organization of the State         | 6    |
| Introduction to Business <sup>a</sup> | 6    | Work Psychology                                  | 6    |

### **SECOND YEAR (Compulsory)**

| ANNUAL SUBJECTS               | ECTS |                               |      |
|-------------------------------|------|-------------------------------|------|
| Work Methods and Organization | 9    |                               |      |
| Labour Law I                  | 9    |                               |      |
| Social Research Methods       | 9    |                               |      |
| Sociology of Work             | 9    |                               |      |
| FIRST SEMESTER                | ECTS | SECOND SEMESTER               | ECTS |
| Administrative Law            | 6    | Psychology of Human Resources | 6    |
| Organizational Psychology     | 6    | Tax Law                       | 6    |

### **THIRD YEAR (Compulsory and Electives)**

| ANNUAL SUBJECTS                   | ECTS |                   |      |
|-----------------------------------|------|-------------------|------|
| Labour Law II                     | 9    |                   |      |
| Human Resource Management         | 9    |                   |      |
| FIRST SEMESTER                    | ECTS | SECOND SEMESTER   | ECTS |
| Labour Economics                  | 6    | Labour Medicine   | 6    |
| Ergonomics and Psychosocial Risks | 6    | Employment Law    | 6    |
| <i>Elective 1</i>                 |      | <i>Elective 2</i> |      |
|                                   |      | <i>Elective 3</i> |      |

Students choose three subjects from the list of electives

### **FOURTH YEAR (Compulsory, Electives and Final Year Project)**

| ANNUAL SUBJECTS   | ECTS |
|---|------|
| Industrial Relations Law                                | 9    |
| Social Security Law                                     | 9    |
| <i>Internships (3<sup>rd</sup>/4<sup>th</sup> year)</i> | 12   |

| FIRST SEMESTER                       | ECTS | SECOND SEMESTER                     | ECTS |
|--------------------------------------|------|-------------------------------------|------|
| Comparative Labour Relations Systems | 6    | Strategic Management                | 6    |
| Procedural Law                       | 6    | Juridical Order of Labour Conflicts | 6    |
|                                      |      | Final Year Project                  |      |
| <i>Elective 1</i>                    |      | <i>Elective 2</i>                   |      |

Students choose two subjects from the list of electives.

The list of elective subjects is as follows:

| FIRST SEMESTER  | ECTS | SECOND SEMESTER   | ECTS |
|---|------|---|------|
| <i>Accounting Information for Management Control</i>                              | 6    | <i>Entrepreneurship *</i>                                     | 6    |
| <i>Spanish Labour Market</i>  | 6    | <i>Knowledge Management and Organizational Learning</i>       | 6    |
| <i>Leadership and Labour</i>  | 6    | <i>Diversity and Inclusion in Organizations</i>               | 6    |
| <i>Social Labour Policies and Local Development</i>                               | 6    | <i>Risk Prevention Planning</i>                               | 6    |
| <i>Fundamental Rights at Work</i>   | 6    | <i>Damages Derived from Work</i>                              | 6    |
| <i>Deontology</i>   | 6    | <i>Criminal Labour Law</i>                                    | 6    |
| <i>Business English II: Oral Presentations and Intercultural Communications**</i> | 6    | <i>Economic and Social History of Spain ***</i>               | 6    |
|   |      | <i>Public Employment Law</i>                                  | 6    |
|   |      | <i>Business English I: Social Skills and Documentation **</i> | 6    |
|   |      | <i>Negotiation Techniques</i>                                 | 6    |

\* Subject shared with the Degree in Business Administration and Management.

\*\* Subject shared with the Degree in Accounting and Finance.

\*\*\* Subject shared with the Degree in Economics and Degree in Business Administration and Management.

<sup>a</sup> Subject also available in English.

## Subjects in English

Students in the Degree in Labour Relations and Human Resources have the opportunity to take some subjects in English.

Doing subjects in English is valued as a merit during the selection process for ERASMUS scholarships for placements in European universities and appears in the European Diploma Supplement (DS).

## Internships

In the Degree in Labour Relations and Human Resources, internships are structured as an elective subject with 12 ECTS. Internships are offered in the most important companies and institutions in the region.

## International Mobility\*

Students in third and fourth year can spend one semester or a full academic year in a foreign university with which the School of Economics and Business has a bilateral agreement. At present, the School has ERASMUS agreements with over 50 universities in 15 European countries, permitting students to study in five different languages: English, French, German, Italian and Portuguese.

Apart from ERASMUS agreements, which are specific to students from the School, the University of Oviedo has several cooperation agreements with non-European universities, mainly from the Americas, many of which are open to students from the School.

\* International students should consult the following web page for information on the application procedure for exchange studies at the University of Oviedo. [www.uniovi.es/internacional/extranjeros/planifica/documentacion](http://www.uniovi.es/internacional/extranjeros/planifica/documentacion)

# JOINT DEGREE IN BUSINESS ADMINISTRATION AND MANAGEMENT & LAW

## Objectives

The objective of the Degree in Business Administration and Management is to train professionals who will be able to perform managerial and decision-making roles in different areas of companies or in the public administration. The objective of the Degree in Law, on the other hand, is to provide the knowledge and skills necessary to correctly deal with the legal issues and problems faced by individuals and firms.

The combination of these two degrees will provide graduates with capabilities and competences to:

- Identify business initiatives and bring them to fruition.
- Manage and administrate companies and public and private institutions.
- Carry out duties and tasks in any of the divisions of the company: accounting and management control, legal services, supply chain management and marketing, operations, or human resources.
- Work as an independent professional (lawyer, solicitor, consultant, ....)

Graduates in Business Administration and Management & Law can pursue professional careers in both the public and private sectors as well as in international entities. Either of these two degrees permits graduates to prepare competitive exams to enter Civil Service bodies (at regional, national and European levels) which require legal and/or economic training.

## Applicant profile

To enter the Joint Degree in Business Administration and Management & Law, students should demonstrate an interest in getting to know and understand the workings of the business world and the economy in general, as well as an interest in and respect for the law and social norms. Students should possess a series of aptitudes including: an entrepreneurial outlook; adaptability and flexibility; willingness to negotiate and powers of persuasion; aptitude for handling and interpreting quantitative information; good oral and written communication skills; critical and reflexive outlook; information technology skills; analytical capabilities and good intuition; good memory and powers of concentration; and willingness to learn languages, especially English.

For information on how to apply to the University of Oviedo and the specific requirements for admission, please consult the following web page:

*[www.uniovi.es/en/accesoyayudas/estudios](http://www.uniovi.es/en/accesoyayudas/estudios)*

## Career opportunities

Within companies, graduates can carry out activities in several divisions, including: corporate strategy and management; administration; human resources; legal and labour advisory services; technology and operations; marketing; distribution; financial management; tax and treasury; supply chain management; imports and exports.

Within the Public Administration,

graduates can develop careers in local, regional, national and international organisms, as well as in legal institutions. They can also pursue careers as independent professionals (lawyers, solicitors, consultants, etc).

Opportunities are available in:

- Companies (public and private)
- Banking and Finance
- Independent professional practice
- Public administration

- Corporate consultancy
- International organisms
- Teaching and/or research

Finally, the training received by Business Administration and Management & Law graduates puts them at an advantage when it comes to setting up their own business. One of the most important objectives of the joint degree is to instil an entrepreneurial culture and help develop the competences and capabilities associated with that.

## CURRICULUM

| Type of subject    | ECTS |
|--------------------|------|
| Basic Core         | 108  |
| Compulsory         | 234  |
| Final Year Project | 12   |

### FIRST YEAR (72 ECTS: Business Administration and Management 36 - Law 36)

| FIRST SEMESTER           | ECTS | SECOND SEMESTER             | ECTS |
|--------------------------|------|-----------------------------|------|
| Legal Theory             | 6    | Introductory Microeconomics | 6    |
| Introduction to Business | 6    | Introduction to Accounting  | 6    |
| Roman Law                | 6    | Criminal Law I              | 6    |
| World Economic History   | 6    | Civil Law I                 | 6    |
| Mathematics              | 6    | Church State Law            | 6    |
| History of Law           | 6    | World Economy               | 6    |

### SECOND YEAR (72 ECTS, Business Administration and Management 36 - Law 36)

| FIRST SEMESTER                    | ECTS | SECOND SEMESTER                        | ECTS |
|-----------------------------------|------|--|------|
| Public International Law          | 9    | Constitutional Law II                  | 6    |
| Introductory Macroeconomics       | 6    | Introduction to Economic Statistics    | 6    |
| Production Management             | 6    | Administrative Law I                   | 6    |
| Mathematical Methods for Business | 6    | Sociology                              | 6    |
| Constitutional Law I              | 9    | Cost Accounting and Management Control | 6    |
|                                   |      | Civil Law II                           | 6    |

**THIRD YEAR (72 ECTS, Business Administration and Management 42 - Law 30)**

| FIRST SEMESTER                              | ECTS | SECOND SEMESTER                  | ECTS |
|---|------|----------------------------------|------|
| Economic Analysis                           | 9    | Statistical Methods for Business | 6    |
| Civil Law III                               | 6    | Corporate Finance                | 6    |
| The Economy of Spain and the European Union | 9    | Fundamentals of Marketing        | 6    |
| Analysis of Financial Statements            | 6    | Criminal Law II                  | 9    |
| Legal Institutions of the European Union    | 6    | Administrative Law II            | 9    |

**FOURTH YEAR (72 ECTS, Business Administration and Management 30 - Law 42)**

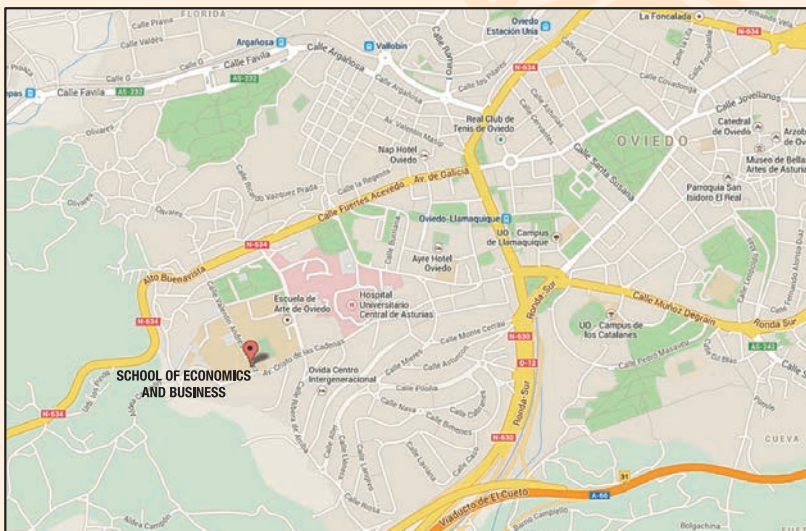
| FIRST SEMESTER        | ECTS | SECOND SEMESTER           | ECTS |
|-----------------------|------|---------------------------|------|
| Procedural Law I      | 6    | Human Resource Management | 6    |
| Labour Law            | 9    | Econometrics              | 6    |
| Civil Law IV          | 6    | Commercial Law I          | 9    |
| Organizational Design | 6    | Budgetary and Tax Law II  | 9    |
| Marketing Management  | 6    | Marketing Research        | 6    |
| Philosophy of Law     | 3    |                           |      |

**FIFTH YEAR (66 ECTS, Business Administration and Management 30 - Law 24 -12 TFG)**

| FIRST SEMESTER                     | ECTS | SECOND SEMESTER       | ECTS |
|------------------------------------|------|-----------------------|------|
| Private International Law          | 9    | Financial Investments | 6    |
| Commercial Law II                  | 6    | Procedural Law II     | 9    |
| Financial Markets and Institutions | 6    | Strategic Management  | 6    |
| Spanish Tax System II              | 6    | Spanish Tax System II | 6    |
|                                    |      | Final Year Project    | 12   |

Subject of Business Administration and Management  
Subject of Law





# SCHOOL OF ECONOMICS AND BUSINESS

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