

BA IN INDUSTRIAL RELATIONS

PROGRAM OBJETIVES

To form professionals in Industrial Relations, capable of developing and leading the management of Human Resources programs of job satisfaction, productivity and generating work systems in areas of Human Resources Management, Personnel Development, Labor Management, Production Management and Quality, all in a frame of equity with an attitude compromised with sustainable development, humanist orientation, and sensibility towards the environment and strategic vision.

Graduate Profile

Based on the institutional regulations, the aspirant to undertake undergraduate studies shall apply the relevant entrance examination.

It is desirable that the aspirant to enter the Plan of studies of the degree in management of production and services shows the following features:

- Interest for human resources,
- Interest for the managerial environment,
- Interest for the local, national and international events,
- Facility for the interpersonal relations.

OUTCOMES ASSESSMENT PROCESSES AND RESULT

The Bachelor degree of Industrial Relations involves a set of skills, knowledge, attitudes and values that the student will develop in the areas of professional performance of Human Resources Management, Personnel Development, Labor Management, Production Management and Quality.

Knowledge of:

- Processes of human resources planning, analysis and appraisal of positions, recruitment and selection, as well as the contracting and induction of the personnel.
- Technologies and processes of training, evaluation of the performance, presentations and services, prevention of risks of work, and human resources management.
- Public and private labor relations.
- Policies on wage and salaries.
- Consultancy of Human Resources.
- Safety technologies and industrial protection, beginning of ergonomics and official Mexican procedures with regard to safety and labor hygiene and environmental management.
- Foundations of Communication, Accounting, Personal Finance, Economy, Marketing, Administration and business plans.
- Labor legislation applied to the organization.
- English.

Skills:

- To apply efficiently the processes of Human Resources Management related to the worker in order that all the positions are covered by suitable personnel, in agreement to the specifications of every area and to a suitable human resources plan.
- To design and to implement the technologies and processes of Human Resources Management to contribute to the permanency of the worker.
- To apply the policies of wage and salaries, and social safety in order that the perceptions of the personnel are just and equitable, in agreement to works and busy positions, as well as to the performance showed during a period.

- To implement safety programs and industrial protection plans to guarantee the safety and well-being of the worker, as well as environmental legislations to give fulfillment to the legal dispositions.
- To use the basic information of communication, accounting, personal finance, economy and marketing to optimize the activities of the company.
- To apply his enterprising vision to generate sources of employment and manage his own business.
- To guarantee that the relations established between the organization and his personnel are of warmth, seeking always to harmonize the interests of both parts.
- To implement actions of consultancy to attend to atypical cases that the organizations present.
- English.

Attitudes:

- Ethics and service towards the others and proactive in his professional performance.
- Flexible and open mind, which could affect the organization.
- Creative person in charge of teamwork and attending problems of the environment.
- Positive and realistic in the exposition of the alternatives directed to solve those aspects related to Human Resources Management.
- Prevention, persistence, impartiality and conciliation with all the actors of the organization.

VALUES

- Respect
- Autonomy and social responsibility
- Pluralism

- Humanism
- Quality
- Honesty and loyalty

LABOR FIELD

The field of action of the degree in Industrial Relations is very wide, due to the fact that it can join in any type of company: industrial, commercial or of services, without caring the sector in which he is, small, medium or big company, recovering functions of personnel management, of training and motivation in the organization development and in the labor and union relations.

It will be able to deal equally in the areas of consultancy and advising management of the private or governmental sector and in the areas that they contribute to the harmonic development of Human Resources. It will have the bases to undertake his own business; also, it will be able to collaborate in centers of training, unions and / or offices of consultancy.

Considering the diversity of the fields of action that in the professional area has the degree in Industrial Relations, at a regional, national and international level, this professional will be qualified to join any field of his preference.

PROGRAM STRUCTURE: 8 semesters.