

SUBJECT TEACHING GUIDE

G1220 - Family Business

Degree in Labour Relations

Academic year 2022-2023

1. IDENTIFYING DATA					
Degree	Degree in Labour Relations			Type and Year	Optional. Year 4
Faculty	Faculty of Law				
Discipline	Subject Area: Organisation of Business and Work, Administration and Management of Human Resources Specialisation Module				
Course unit title and code	G1220 - Family Business				
Number of ECTS credits allocated	6	Term	Semester based (2)		
Web					
Language of instruction	Spanish	English Friendly	No	Mode of delivery	Face-to-face

Department	DPTO. ADMINISTRACION DE EMPRESAS				
Name of lecturer	MARIA CONCEPCION LOPEZ FERNANDEZ				
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Other lecturers	ADELA SANCHEZ SANTOS				

3.1 LEARNING OUTCOMES

- Being able to identify a family business
- Know the particularities of a family business.
- Diagnose the specific aspects of managing a family business.
- Apply appropriate tools for the management of family businesses.

4. OBJECTIVES

- Know and understand the specific problems and the most critical aspects of the direction and management of family businesses, as well as their impact on the main business decisions.
- Know and know how to apply the tools to deal with the specific problems of family businesses.
- Understand the foundations, causes and possible solutions of conflicts and family relationships.
- Acquire an active, critical and positive attitude towards the family business, its problems and the tools to solve them or manage them.

6. COURSE ORGANIZATION

CONTENTS

1	Introduction to the family business Topic 1. The family business: concept and typology Topic 2. The characteristics of the family business Topic 3. Business and family
2	Family business governance Topic 4. Governing bodies of the family business
3	Protocol and succession Topic 5. Family protocol Topic 6. Succession and continuity in the family business
4	Family business management Topic 7. Management of the family business

7. ASSESSMENT METHODS AND CRITERIA

Description	Type	Final Eval.	Reassessn	%
Group work: Analysis of a family business	Work	No	Yes	40,00
Resolution of theoretical-practical cases	Others	No	Yes	30,00
Theoretical exam	Written exam	Yes	Yes	30,00
TOTAL				100,00

Observations

Students who do not pass the subject in the ordinary call may recover 100% of the grade in the extraordinary call. The evaluation in the extraordinary call will consist of a theoretical-practical test. For this test, students may keep the grades obtained in the assessment activities carried out in class (Teamwork and case studies) if they wish.
In the event that a health alert prevents the completion of the theoretical exam in person, the score assigned to it would be replaced by the note in the theoretical-practical cases in the classroom (50%), and teamwork (50%).

Observations for part-time students

The different evaluation activities of the subject are replaced by a final theoretical short questions test (40%) and a theoretical-practical case (60%).
In the event that a health alert prevents the examination from being carried out in person, it will be done electronically and the breakdown of the qualification will be maintained. The theoretical-practical exam would be carried out using a platform that allows video calls, with the student's web cameras and microphones connected at all times. This test would be recorded. The theory exam, where the short questions would be asked, would also be developed through a platform that allows video calls and would be oral. As stated in the Regulation of the evaluation processes of the University of Cantabria (article 11) this test would be public and would be made available to all those who wanted to attend the video call link. Furthermore, such evidence would be recorded.

8. BIBLIOGRAPHY AND TEACHING MATERIALS

BASIC

Casillas, J.C.; Díaz, C.; Rus, S. y Vázquez, A. (2014). La gestión de la empresa familiar. Conceptos, casos y soluciones. Ed. Paraninfo.

Carlock, R.S.& Ward, J.L. (2002). La planificación estratégica de la familia empresaria. Cómo planificar para unir a la familia y asegurar la continuidad. Deusto Ediciones.

Dirección General de Política de la PYME (2003). Guía para la pequeña y mediana empresa familiar. Centro de publicaciones del Ministerio de Economía.

Gallo, M.A. (1997). La empresa familiar. Praxis.

Garrido de Palma, V.M. (Dir.) (1995). La empresa familiar ante el derecho: el empresario individual y la sociedad de carácter familiar. Civitas.

Gersick, K., Davis J.A., Hampton M.M. & Lansberg, I. (1997) Generation to Generation: Life Cycles of the Family Business. Harvard Business School Press.

Martínez Guillén, M. (2001). Protocolo social y empresarial. Marcial Pons.

Poza, E.J. & Daugherty M.S. (2014). Family Business. South-Western CENGAGE Learning (4th Edition).

Varios autores (2015). La empresa familiar en España (2015). Instituto de la Empresa Familiar.

Zellweger, T. (2017) Managing the Family Business: Theory and Practice. Cheltenham, Edward Elgar.