

SUBJECT TEACHING GUIDE

G1220 - Family Business

Degree in Labour Relations

Academic year 2024-2025

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. SUBJECT PROGRAM

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.				
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%).				

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.