



NATIONAL UNIVERSITY OF ENGINEERING
COLLEGE OF INDUSTRIAL AND SYSTEMS ENGINEERING

INDUSTRIAL ENGINEERING PROGRAM

HS204 – BUSINESS LEGISLATION

I. GENERAL INFORMATION

CODE	: HS204 – Business Legislation
SEMESTER	: 8
CREDITS	: 02
HOURS PER WEEK	: 02 (Theory)
PREREQUISITES	: HS201 – Constitution and Human Rights
CONDITION	: Mandatory

II. COURSE DESCRIPTION

The course presents the general concepts and principles of the business legal framework that is required for the effective management of organizations, complying with current legal regulations. The concepts of mandatory, real, contractual, corporate and labor rights are presented from a business management perspective and their applied casuistry is analyzed. The student develops a reflexive and logical capacity of the general concepts provided that allow an efficient interpretation and application of business law.

III. COURSE OUTCOMES

At the end of the course the student will:

- Understand the economic regime of the Political Constitution of the Peruvian State, Institutionality and Legal Stability.
- Include the Function of the Contract and the Contract Rules, the main Contracts, both Civil and Commercial.
- Know the Function of the Company and the Corporate Rules, differentiating the main Corporate Forms and their Administration.
- Recognize the labor regime of a Company, the function of the Labor Contract, its elements and labor principles.
- Interpret and apply the general concepts and principles of business law for effective management of organizations.

IV. LEARNING UNITS

1. ECONOMIC REGIME OF THE CONSTITUTION

Economic function of the Law / Economic role of the State and the economic regime in the Constitution / Fundamental principles of the current economic regime / Regulatory bodies / Institutionality and Legal Stability.

2. RIGHT OF CONTRACTS

The function of the contract and the rules on contracting / The structure and formation of the contract / The consent / The dealings / The offer / The acceptance / Self-contracting / Object of the contract / Civil Contracts: Sale, Exchange, Supply, Donation, Mutual and Lease.

3. CORPORATE LAW

The Company Contract / Corporate Types / Social Bodies / Capital Increase and Reduction / Branches and subsidiaries / Dissolution, Liquidation and Termination of Companies / Irregular Companies.

4. LABOR LAW

The Labor Contract: Elements and Labor Principles / Types of hiring and employment relationship / Obligations of the employer with the State and Preventive Measures to avoid increased labor costs in the company / Investments made in personnel that can be treated as deductible expenses of Taxes / Labor contingencies: Legal proceedings, labor inspections, changes in the hiring modality / Labor intermediation. Outsourcing of services.

V. LABORATORIES AND PRACTICAL EXPERIENCES

- Case Development 1 – Contracts.
- Case Development 2 – Corporate.
- Case Development 3 – Labor Sector.

VI. METHODOLOGY

The course is developed in sessions of theory, practice and computer lab. In the theory sessions, the teacher presents the concepts, theorems and applications. In the practical sessions, various problems are solved and their solution is analyzed. In the laboratory sessions, Matlab simulation software is used to solve problems and analyze their solution. At the end of the course the student must prepare and present an integrating work or project. In all sessions the active participation of the student is promoted.

VII. EVALUATION FORMULA

The learning will be evaluated through the "F" system.

- Partial Exam (PE): Weight 1
- Final Exam (FE): Weight 2
- Average of Practices (P): Weight 1.

$$FA = \frac{PE + 2 * FE + P}{4}$$

VIII. BIBLIOGRAPHY

- BERNALES, Enrique. The 1993 Constitution, Comparative Analysis. RAO Editor, 1999
- OSTERLING, Felipe. Obligations. PUCP, 1992
- GONZALES, Gunther. Real Rights - Volume I and II. Publisher Jurista, 2012
- DE LA PUENTE, Manuel. The Contract in General - Volume I, II and III. Editorial Palestra, 2003

- HUERTA Javier. Summaries of the Business Legislation Course. 2014