

Comparative Employment and Labour Relations (EM2DLM13)

Program	PGE
Module / ECTS / Path / Specialisation	Module :Environnement juridique et social : 6 ECTS. <ul style="list-style-type: none">Human Resources Management
Discipline	Human Resources
Year	2019
Semester	A
Open for visitors	yes (3 ECTS)
Available places	25

Coordinator

Marc SALESINA

Lecturers

Instructor	Population	Email
Marc SALESINA	Population	salesina@unistra.fr

Course format

Working language :	English
Volume of contact hours :	20 h
Workload to be expected by the student :	60 h

Course track

Track : Attendance

"Attendance" track :

Attendance at lecture / tutorial classes and intermediate / final exams is mandatory. As evaluation of in class work constitutes an essential element of grading, any absence will be penalized and is taken into account for grading purposes (see academic rules and regulations).

"Autonomous" track :

Attendance at intermediate / final exams is mandatory, but students are free to attend lecture / tutorial classes.

For all Master programs and all other programs realized in the form of dual internships (apprentissage), attendance at lecture / tutorial classes and intermediate / final exams is entirely mandatory. Therefore, only the "Attendance" track can be selected.

Contribution of the course to the educational objectives of the programme

How the course contributes to the programme :

Description

This course adopts a comparative approach, examining the changing nature of employment practices in relation to the processes of globalization, and engaging critically with the literature on Human Resource Management. By taking account of the international dimension of employment relations, this course is at the forefront of new developments in the field. The thematic approach of Comparative Employment Relations makes it distinctive from the country-by-country studies of this topic.

Educational organisation

In class

Lectures

In groups

Projects

Interaction

Discussions / debates

Workshops

Learning outcomes

Upon completion of this course, students should be able to :

- **Describe** the functioning of the French system of employment relations.
- **Use** the rules and tools of workplace collective bargaining
- **Examine** the theoretical foundations of the employment relations' analysis, and their influence on and implications for human resource management at the workplace level
- **Synthesize** and compare the French system to major foreign systems (US, UK, Germany, ...).
- **Assess** the challenges associated with the management of employment relations among the objectives and roles of human resource management

Outline

- the actors of the French system of employment relations.
- the functioning of the French system of employment relations.
- the rules and tools of workplace collective bargaining
- the theoretical foundations of the employment relations' analysis, and their influence on and implications for human resource management at the workplace level
- the French system to major foreign systems (US, UK, Germany, ...).
- the challenges associated with the management of employment relations among the objectives and roles of human resource management

Prerequisites

Key concepts to understand :

Knowledge of :

Basics in HRM

Teaching material

Documents in all formats

- Newspaper articles

Software

- MS POWERPOINT

Additional electronic platforms

- Slideshows

Recommended reading

Major works :

KATZ, H.C., KOCHAN, T.A., COLVIN A.J.S. (2015), *Labor Relations in a Globalizing World*, Ithaca, NY, Cornell University Press.

BAMBER, J., LANSBURY, R.D. WAILES, N. (ed.) (2010), *International and Comparative Employment Relations. Globalisation and Change*, Thousand Oaks, CA, Sage.

Further reading :

ADAM, G. (2000), *Les relations sociales années zéro. Un modèle à réinventer*, Paris, Bayard, coll. « Société ».

AMADIEU, J.-F. (1999), *Les syndicats en miettes*, Paris, Le Seuil.

ANDOLFATTO, D. & LABBÉ, D. (2000), *Sociologie des syndicats*, Paris, La Découverte, coll. « Repères », 3e éd., 2001.

ANDOLFATTO, D. & LABBÉ, D. (2006), *Histoire des syndicats (1906–2010)*, Paris, Éditions du Seuil, coll. « XXe siècle », 2e éd., 2011.

BÉLIER, G. & LEGRAND, H.-J. (2010), *La négociation collective en entreprise. Nouveaux acteurs, nouveaux accords après la loi du 20 août 2008*, Paris, Liaisons, coll. « Droit vivant », 2e éd.

BIÉTRY, F. (2007), *Les partenaires sociaux. Quelle stratégie syndicale pour quel dialogue social ?*, Paris, Éditions Management & Société, coll. « Les essentiels de la gestion ».

FREEMAN, R. B. & MEDOFF, J. L. (1984), *What Do Unions Do?*, New York, Basic Books.

KOCHAN, T. A., KATZ, H. & MCKERSIE, R. B. (1986), *The Transformation of American Industrial Relations*, New York, Basic Books, 2e éd., 1994.

LALLEMENT, M. (1996), *Sociologie des relations professionnelles*, Paris, La Découverte, coll. « Repères », 2e éd., 2003.

LAROCHE, P. (2010), *Gérer les relations avec les partenaires sociaux. Fonctionnement et enjeux du dialogue social*, Paris, Dunod.

MÉDA, D. (1995), *La travail. Une valeur en voie de disparition ?*, Paris, Flammarion, coll. « Champ Essais », 2e éd., 2010.

MOURIAUX, R. (1992), *Le syndicalisme en France*, Paris, Presses Universitaires de France, coll. « Que sais-je ? », 5e éd., 2005.

PERNOT, J.-M. (2005), *Syndicats : lendemains de crise ?*, Paris, Folio, coll. « Actuel », 2e éd., 2010.

ROSANVALLON, P. (1988), *La question syndicale*, Paris, Hachette Littératures, coll. « Pluriel », 2e éd., 1998.

SUPIOT, A. (1994), *Critique du droit du travail*, Paris, Presses Universitaires de France, coll. « Quadrige Débats », 2e éd., 2007.

TIXIER, P.-É. (1992), *Mutation ou déclin du syndicalisme ? Le cas de la CFDT*, Paris, Presses Universitaires de France, coll. « Sociologies ».

WALTON, R. E., CUTCHER-GERSHENFELD, J. & MCKERSIE, R. B. (1994), *Strategic Negotiations. A Theory of Change in Labor-Management Relations*, Ithaca, NY, Cornell

Research works by EM Strasbourg :

Assessment

Intermediate evaluation / continuous assessment 1 :

written / in group / English / weighting : 30%

additional information : Instructions and guidance will be provided during sessions #1 and #2.

This evaluation serves to measure LO1.1, LO1.2, LO3.1, LO4.1

Final assessment : exam week

written / individual / English / weighting : 70%

additional information : The final exam will consist in both knowledge restitution and applied, contextualised reasoning.

This evaluation serves to measure LO1.1, LO1.2, LO3.1, LO4.1, LO4.2

Grounds for expulsion from classes

Such behaviors as...

arriving late, leaving early or unannounced leaving of the classroom during class time

disruptive eating or drinking in class

using smartphones and laptops for non class-related purposes

reading non class-related documents

chatting on non class-related issues

showing disrespect towards lecturers

... may lead to expulsion from classes.