

# International Labour and Employment Relations ONLINE (EM2E5M20)

Program	PGE
Course set (UE) / Credits (ECTS) / Track / Specialization	<b>Module :Management international des ressources humaines : 9 ECTS.</b> <ul style="list-style-type: none"><li>Human Resources Management</li></ul>
Discipline	Human Resources
Year	2020
Semester	B
Open for visitors	yes (3 ECTS)
Available spots	25

## Coordinator

Marc SALESINA

## Lecturers

Instructor	Population	Email
Marc SALESINA	Population	salesina@unistra.fr

## Course format

Working language :	English
Volume of contact hours :	18 h
Workload to be expected by the student :	54 h

## Course track

Track : Attendance

### Attendance track :

Attendance at lectures/tutorials and intermediate/final assessments is mandatory. As in-class work constitutes an essential element of evaluation, any unjustified absence will be penalized (*see Study and Examination Regulations*) and factored into the final grade (*see Assessment*).

### Autonomous track :

Attendance at intermediate/final assessments is mandatory, but students have the option of attending lectures/tutorials.

Attendance at lectures/tutorials and intermediate/final assessments is mandatory for all degrees making up the Master's Program and all degrees involving co-op (*apprentissage*). Attendance track must therefore be selected.

## Contribution of the course to the educational objectives of the program

How the course contributes to the program :

### Description

This lecture is designed to offer theoretical and empirical insights about the main actors (labour unions, management, workers, government) and processes (industrial action, collective bargaining, labour-management partnership, employee voice) of employment relations systems in selected advanced economies.

## Educational organisation

In class

### Lectures

In groups

### Case studies/texts

Interaction

### Discussions / debates

## Learning outcomes

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

- **Identify** the actors, processes, and outcomes of Labour and Employment Relations.
- **Explain** the main theoretical frameworks that support the analysis of employment relations, employment relations systems, and labour-management relations.
- **Analyze** challenges associated with labour and employment relations in the workplace, i.e. the relationship between labour-management relations, employee representation and voice, collective bargaining, and organizational climate.
- **Compare** these challenges in different international settings.

## Outline

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Module 1. General introduction: Setting the stage for the study of labour and employment relations.  
Module 2. Employment relations and the employment relationship.  
Module 3. Unions and workers.  
Module 4. A comparative perspective on unions.  
Module 5. Management and employment relations.  
Module 6. The role of government and supra-state organizations.  
Module 7. Industrial action and collective bargaining.  
Module 8. General conclusion: The future of employment relations.

## Prerequisites

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**Key concepts to understand :**

**Knowledge of :**

## Teaching material

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**Documents in all formats**

- Syllabus
- Newspaper articles
- Case studies
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## Recommended reading

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**Major works :**

In English:

Katz, H. C., & Kochan, T. A. 2000. An Introduction to Collective Bargaining & Industrial Relations. New York: MacGraw-Hill Higher Education, 2nd ed.  
Salamon, M. 2000. Industrial Relations. Theory and Practice. Harlow : Pearson Education, 4th ed.

In French:

Bévort, A., & Jobert, A. 2011. Sociologie du travail. Les relations professionnelles. Paris: Armand Colin, 2nd ed.  
Biétry, F. 2007. Les partenaires sociaux. Quelle stratégie syndicale pour quel dialogue social ? Paris: EMS.  
Laroche, P. & Salesina, M. 2018. GRH et relations de travail. Fondements théoriques, enjeux contemporains. Brussels: De Boeck.

**Further reading :**

Frege, C. M., & Kelly, J. 2013. Comparative Employment Relations in the Global Economy. London: Routledge.  
Budd, J. W. 2004. Employment With A Human Face. Balancing Efficiency, Equity, and Voice. Ithaca: Cornell University Press.

**Research works by EM Strasbourg :**

## Assessment

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**Intermediate evaluation / continuous assessment 1 : Deadline TBD (date of last class + 2 weeks)**

written / in group / English / weighting : 30%  
additional information : Please note that exhaustive instructions for this assignment will be available online (Moodle) and that tutoring will be provided during sessions. Students are required to write a short report about a topic pertaining to international labour and employment relations, to be chosen from a list.

**Final assessment : exam week**

written (120 min) / individual / English / weighting : 70%  
additional information : Terminal examination: questions about the lecture + questions about a short case study.

## Grounds for expulsion from classes

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Behaviors such as

**arriving late, leaving early, or exiting the classroom at inopportune moments during class**

**ostentatiously eating or drinking in class**

**using smartphones or laptops for non-class-related purposes**

**reading texts unrelated to the course**

**discussing topics unrelated to the course**

**disrespecting the lecturer**

may lead to expulsion from the class/course.