




5.00 credits

30.0 h

Q2

Teacher(s)	Léonard Evelyne ;
Language :	English
Place of the course	Louvain-la-Neuve
Main themes	The course successively examines the following questions : - what is it about? Definitions of industrial relations and major theoretical perspectives - who are the players? Introduction to players and institutions of industrial relations; - what are the challenges? Analysis of the major challenges related to globalisation, European integration, multinational companies, transformations of work, etc. - in Belgium, and elsewhere? Comparative approach of industrial relations systems.
Learning outcomes	<p><b>At the end of this learning unit, the student is able to :</b></p> <p><b>Having regard to the LO of the programme X, this activity contributes to the development and acquisition of the following LO:</b></p> <p>1     • <b>1. Corporate citizenship</b></p> <ul style="list-style-type: none"> <li>• 1.1. Demonstrate independent reasoning, look critically</li> <li>• 1.2. Decide and act by incorporating ethical and humanistic values</li> <li>• 1.3. Decide and act responsibly ...</li> </ul>
Evaluation methods	<p><b>Continuous evaluation</b></p> <p>The evaluation is divided in two parts: 50% for team presentations in the classroom; 50% for a final essay. Your work consists in <b>original production</b> on your part. Even if you use the help of a conversational robot, for instance, your work must demonstrate scientific soundness, be based on reliable and high-quality sources, provide original data when the assignment requires empirical work, and clearly show the stages of your reasoning. The <b>evaluation criteria</b> that I provide precisely indicate what I expect.</p>
Teaching methods	<p>The course requires active student participation.</p> <p>You will organize into teams of 5 to 7 students.</p> <p>Your team will choose one of the member States of the European Union. You will conduct a study of this country, compare it with other member States, explain similarities and differences between countries.</p> <p>You will discuss and present your findings in the classroom. Each team will deliver several presentations and will benefit from other teams' presentations.</p>
Content	<p><b>Objectives</b></p> <p>In this course, you will explore the employment relations in different countries, specifically in the context of the European Union. By the end of the course, you will be able to:</p> <ul style="list-style-type: none"> <li>• Go beyond basic assumptions and stereotypes on employment relations in different national contexts;</li> <li>• Identify and account for similarities and differences across countries in employment relations;</li> <li>• Analyse the interactions between specific company practices or employment relations problems and the wider environment;</li> <li>• Understand the articulation and interaction between different levels of employment relations.</li> </ul> <p>The final aim is to develop your understanding of national and European employment institutions and processes, and your capacity to analyse and influence change in your future organisation in its wider institutional context. In addition, the course will develop your capacity to present an analysis in a clear, rigorous and stimulating way, and work in virtual groups.</p> <p><b>Topics covered</b></p> <ul style="list-style-type: none"> <li>• Employment relations, industrial relations: definition and dimensions</li> <li>• Paradigms that explain national similarities or differences</li> <li>• Companies and institutions: employers and employer associations, trade unions, the State, collective bargaining</li> <li>• European industrial relations and their implications for company-level industrial relations</li> </ul>
Inline resources	The course uses a specific Moodle web page that provides many resources and useful tools. Moodle also defines each team's progression through the course.

Faculty or entity in charge	CLSM
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<b>Programmes containing this learning unit (UE)</b>				
Program title	Acronym	Credits	Prerequisite	Learning outcomes
Advanced Master in European Business and Economic Policy	EBEP2MC	5		
Master [120] in European Studies	EURO2M	5		
Master [120] in Management	GEST2M	5		
Master [120] in Human Resources Management	GRH2M	5		