

The version you're consulting is not final. This course description may change. The final version will be published on 1st June.




5.00 credits

30.0 h

Q2

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| Teacher(s) | Van den broeck Marie ; |
| Language : | English |
| Place of the course | Louvain-la-Neuve |
| Main themes | .Salary components. - Shifts in the socio-economic context in the countries concerned, and its influence on salary determination. - Comparative analysis of the key mechanisms and negotiating processes that occur in the determination of pay policies. - Identification and explanation of the divergences and convergences between the European countries concerned in respect of salaries. - Constraints and opportunities in the field of human resource management vis-à-vis pay policy (e.g. recruit-ment, proactive management, the flexibility and multiplicity of employment contracts, and the individualisation of salaries). |
| Learning outcomes | <p>At the end of this learning unit, the student is able to :</p> <p>To identify and understand the various elements that impact on the composition of salaries. - To conduct a comparative analysis of current pay policies in the European countries concerned (i.e. Belgium, France, Italy and the United Kingdom). - To note how much room for manoeuvre there is for human resource management policies in this field, and the constraints that they have to cope with (legislative aspects) and acknowledge (aspects relating to industrial bar-gaining)</p> |
| Evaluation methods | <p>The evaluation for this course has both a collective and individual component, more specifically:</p> <ul style="list-style-type: none"> • The first part of the course on "Comparative HRM systems" will be evaluated according to a group presentation based on the results of a comparative survey on human resource management policies and practices (choice of HRM area) accounting for 45% of the global note; • The second part of the course on "Comparative wage and pay policies" will be evaluated according to an oral presentation (by pair of students) and a written paper of a critical question related to wage and pay systems (45%); • Individual course attendance and participation to class discussions will also be taken into account for 10% of the global note. <p>Students who do not reach a total of 10/20 will have to retake their exam in the form of an oral examination. Please note that in the assessment of this course, the use of artificial intelligence is prohibited, whether as an exploration and ideation tool or a writing tool.</p> |
| Teaching methods | <ul style="list-style-type: none"> • Interactive seminars • Presentations by students |
| Content | <p>The first part of the course will deal with the topic of comparative HR systems:</p> <ul style="list-style-type: none"> • The role of HR manager and its function within the organization and across countries; • HR policies and practices(e.g. recruitment, training and development, pay and reward, employee relations and communication, etc.) across countries; • Factors explaining differences/similarities in HR policies; • Trends in HRM over time. <p>The second part of the course will deal with the topic of comparative wage and pay policies. The following themes will be discussed:</p> <ul style="list-style-type: none"> • Notions of wage, pay and its components; • Recent developments in reward systems; • Wages formation processes in Europe; • Convergence and divergence factors in wages formation across countries. |
| Inline resources | Moodle |

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| Bibliography | All book chapters and academic articles will be made available to the students through Moodle. The main reference book is : • Brewster, C., Houldsworth, E., Sparrow, P. & Vernon, G. (2016). <i>International Human Resource Management</i> . Kogan Page. |
| Other infos | This course forms part of a study programme that takes place in the evenings. |
| Faculty or entity in charge | TRAV |

| Programmes containing this learning unit (UE) | | | | |
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| Program title | Acronym | Credits | Prerequisite | Learning outcomes |
| Master [120] in Labour sciences (shift schedule) | TRAV2M | 5 | |  |
| Master [60] in Labour Sciences (shift schedule) | TRAV2M1 | 5 | |  |
| Master [120] in Human Resources Management | GRH2M | 5 | |  |