



5.00 credits

30.0 h

Q2

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 of this course comprises both collective and individual components:</p> <ul style="list-style-type: none"> • The first part of the course, on <i>Comparative HRM Systems</i>, will be assessed through a group presentation based on the results of a comparative survey of human resource management policies and practices (with students selecting a specific HRM area). This component accounts for 45% of the overall grade. • The second part of the course, on <i>Comparative Wage and Pay Policies</i>, will be assessed through an oral presentation (conducted in pairs) and a written paper addressing a critical question related to wage and pay systems. This component also represents 45% of the overall grade. • Individual course attendance and participation in class discussions will account for the remaining 10% of the overall grade. <p>Students who do not achieve a total score of at least 10/20 will be required to submit a written assignment, followed by an oral presentation and discussion, as part of the retake assessment.</p> <p>The use of artificial intelligence during the assessments of this course is governed by the rules set out in the faculty guidelines on this matter, available on the faculty intranet under the student information section: https://www.uclouvain.be/fr/facultes/espo/restricted/ai.</p>
Teaching methods	The course combines ex cathedra lectures with interactive seminars and student presentations, fostering active participation and engagement in the learning process.
Content	<p>The first part of the course will focus on comparative human resource (HR) systems. It will address the role of the HR manager within organizations and across different national contexts, the diversity of HR policies and practices (e.g. recruitment, training and development, compensation and reward, employee relations and communication), as well as the factors accounting for cross-country similarities and differences. Particular attention will also be given to the main trends shaping HRM over time.</p> <p>The second part of the course will be devoted to comparative wage and pay policies. Topics will include the conceptual foundations of wages and their components, recent developments in reward systems, wage formation processes in Europe, at both the firm level and macroeconomic levels. Finally, attention will be given to the drivers of convergence and divergence in wage-setting practices across countries.</p>
Inline resources	Moodle
Other infos	This course will be delivered in an evening schedule.
Faculty or entity in charge	TRAV

Programmes containing this learning unit (UE)				
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		