

## Industrial Relations (H001510)

Course size (nominal values; actual values may depend on programme)

Credits	5.0	Study time	150 h	Contact hrs	30.0 h
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Course offerings and teaching methods in academic year 2018-2019

A (semester 2)	Dutch	practicum	12.5 h
		lecture	15.0 h
		seminar	2.5 h

Lecturers in academic year 2018-2019

Levecque, Katia	PP09	lecturer-in-charge
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Offered in the following programmes in 2018-2019

	crdts	offering
<a href="#">Master of Science in Psychology (main subject Personnel Management and Industrial Psychology)</a>	5	A

Teaching languages

Dutch

Keywords

labor market, employers-employees relationships, negotiation

Position of the course

This course offers theoretical insights and knowledge of industrial relations from a political economy, HR and international comparative perspective. This approach ensures visibility of both international trends and regional variation and similarities. Within the comparative perspective, special attention is given to the specifics of the Belgian labor market, labor relations and social dialogue structures. Within the context of a practical/seminar, theoretical insights and knowledge of industrial relations are complemented with practical insights and competency training on negotiation. Negotiations constitute the basis of industrial relations.

Contents

***The following themes will be discussed:***

- Frame of reference: perspectives on IR
- IR systems and their stakeholders
- IR systems and their (changing) contexts
- Industrial relations and HRM
- Trade unions
- Direct and indirect participation
- Resistance, conflict and conflict management
- Negotiation

Initial competences

N/A

Final competences

- 1 To be acquainted with the history of IR in Belgium and Europe as well as the diverse formal/informal instances in Belgium that debate/negotiate about IR-related topics.
- 2 To relate, situate and demonstrate implications of theoretical concepts and models on IR for HR practice.
- 3 Being able to diagnose / comment on the IR climate in organizations.
- 4 To get insight into labor union activities and commitment/participation from a psychological point of view.
- 5 To diagnose conflict situations (at macro/meso/micro levels) and to select / comment

- on the right intervention method(s) in order to deal with conflict situations.
- 6 To be acquainted with the recent developments / actual debates in the domain of IR (e.g., debate on pensions) and their implications for HR practitioners.
  - 7 To reflect critically on recent developments / actual debates in the domain of IR (e.g., debate on pensions) and their implications for HR practitioners.
  - 8 To reflect critically on the role and added value of psychologist in the domain of IR in organizations (as opposed to other disciplines).
  - 9 To develop negotiation skills.

#### Conditions for credit contract

Access to this course unit via a credit contract is determined after successful competences assessment

#### Conditions for exam contract

This course unit cannot be taken via an exam contract

#### Teaching methods

Excursion, lecture, practicum, seminar

#### Extra information on the teaching methods

Problembased lectures (15h)

Practical negotiation (12.5h)

Seminar negotiation (2.5h)

Presence during all course activities is necessary to get good insight into the course topics.

#### Learning materials and price

Capita selecta, mainly book chapters, scientific journal articles (mainly in English), government documents and news articles. Course materials will be distributed free of charge on the Minerva platform.

#### References

- Cialdini R (2001 e.v.) *Involloed: de zes geheim van het overtuigen*. Boom: Amsterdam.
- Farnham D (2015) *The changing faces of employment relations. Global, comparative and theoretical perspectives*. Palgrave, Poutsmouth, UK.
- Fisher R & Ury W (1981 e.v.) *Getting to Yes: Negotiating Agreement Without Giving In*. Random House: London.
- Harvard Negotiation Program (<https://www.pon.harvard.edu/>)
- Tieleman K & Buelens M (2012) *Essentials: Onderhandelen*. Lannoo Campus: Leuven.

#### Course content-related study coaching

Support via Minerva

On appointment

#### Evaluation methods

end-of-term evaluation and continuous assessment

#### Examination methods in case of periodic evaluation during the first examination period

Written examination

#### Examination methods in case of periodic evaluation during the second examination period

Written examination

#### Examination methods in case of permanent evaluation

Skills test

#### Possibilities of retake in case of permanent evaluation

examination during the second examination period is not possible

#### Extra information on the examination methods

Method:

- Written examination
- Skill tests on negotiation

Feedback: At the group and individual level.

#### Calculation of the examination mark

A combination of periodic evaluation and permanent evaluation: 2/3-1/3.

Students who eschew one or more parts of the evaluation can no longer pass the course. Final scores will be reduced to the highest non-deliberative quotation (7/20) in case the final score is higher.

#### Facilities for Working Students

N/A