

BA 4224 – Current Issues in Industrial Relations

Course Schedule: WED 11:45-14:30

<b>Instructor:</b>	Burçak Özoğlu
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<b>Office Hours:</b>	To be announced
<b>Course Web Page:</b>	
<b>Course Description:</b>	
<p>This course covers the fundamental concepts of Employment Relations (ER). The employment/industrial relations sphere provides critical information for understanding a country's socio-political and economic structure. Assessing employment /industrial relations at the first-hand means, assessing the institutional and economic structure of the both markets: the market for goods and services and the labour market. Secondly it provides knowledge of relational issues about the parties involved, such as the individual and/or organized bodies of the employers, employees and the state. The overall picture and the related discussions of the employment relations of a country may complement a comprehensive country survey.; historical analysis of the development of ER; contemporary social, economic and politic issues in employment and industrial relations.</p>	
<b>Course Student Learning Objectives: (CSLOs)</b>	
<p><i>Upon successful completion of this course, students should be able to:</i></p> <p><b>Course Specific Skills:</b></p> <ol style="list-style-type: none"><li>1. Acquire an analytical understanding of employment and industrial relations and their relevance with the other main economic and social concepts.</li><li>2. Develop a foundation of the knowledge of the history of ER worldwide. Identify international bodies and institutions regarding the ER.</li><li>3. Identify the country specific characters of the employment, the labour market and the institutions in the employment relations sphere.</li><li>4. Analyze the contemporary and current issues of the industrial and employment relations and be able to discuss the future aspects.</li></ol> <p><b>Discipline Specific Skills:</b></p> <ol style="list-style-type: none"><li>5. Learn ER specific concepts and relevant theories like: employment relations system; key indicators of the labour market (KILM); industrial actors and action.</li><li>6. Identify the interdisciplinary character of the ER and utilize their foundation on the HRM, OB&amp;OT and economics courses.</li></ol> <p><b>Personal and Key Skills:</b></p> <ol style="list-style-type: none"><li>7. assess and discuss current issues on the ER via building their own opinion.</li><li>8. use figures and indicators in their critical analyses and develop reports and academic papers.</li><li>9. participate in debates regarding contemporary issues in the subject area.</li></ol>	
<b>Learning and Teaching Methods:</b>	
<p>The course will be conducted via online interactive methods with a "participant centred" approach. The case method will be used in all the classes. The weekly classes will be conducted as hybrid class design (synchronized and asynchronized). Synchronized classes will be on zoom and mural. For asynchronized classes, ODTÜClass platform and youtube links will be used.</p>	
<b>Required Reading:</b>	

RA1: Edwards Paul (2003) "The Employment Relationship and the field of industrial relations" Chp1 in *Industrial Relations: Theory and Practice*, Blackwell

RA2: Kaufman B. E. (2004) "Employment relations and the employment relations system: A guide to theorizing" Chp2 in *Theoretical Perspectives on Work and the Employment Relationship* IRRA Series.

### Suggested Reading:

e-sources:

<http://www.oecd.org/els/oecd-employment-outlook-19991266.htm>

<https://ec.europa.eu/eurostat>

<http://www.turkstat.gov.tr/Start.do>

<https://www.ilo.org/global/lang--en/index.htm>

### Assessment and Grading:

Form of Assessment	% Contribution	Size of the assessment	CSLOs covered by the assessment	Feedback Method
Class assessments	30	Short reflective essays/reports	7-9	online written and oral at synchronized sessions
Midterm paper	30	Reflective paper	1-9	online & written
Participation	10	Class discussions	1-9	online, at synchronized sessions
Final paper	30	Reflective essay/report	1-9	Written, online

### Course Policies:

The students will be informed about the reading material and the assignments of the week in advance. Course material and communication will be available on ODTÜClass.

All the participants are expected to read the related material and/or accomplish the assignments before coming to class.

All the students are required to attend and participate the classes.

**STUDENT DISABILITIES:** Any student, who, because of a disabling condition, may require special arrangements in order to meet course requirements, should contact the instructor as soon as possible.

Students should present the appropriate documentation from the university's Disability Support Office (Engelsiz ODTÜ Birimi, ODTÜ Kütüphanesi, Solmaz İzdemir Salonu, Tel: 210.7196; engelsiz@metu.edu.tr) verifying their disability, and outlining the special arrangements required. Please note that no accommodations will be provided to the disabled students prior to the completion of this approved University process.

**ACADEMIC DISHONESTY:** The Department of Business Administration has no tolerance for acts of academic dishonesty. Such acts damage the reputation of METU, the department and the BA/MBA/MS degree and demean the honest efforts of the majority of the students. The minimum penalty for an act of academic dishonesty will be a zero for that assignment or exam.

**CHEATING:** All university, faculty/institute, and department principles on academic honesty will be strictly enforced. The usual consequence for academic dishonesty is failure of the course and referral of the case to the Dean of the Faculty/Institute for additional disciplinary action. Examinations are individual and are to be completed without outside assistance of any sort. Persons observed cheating during examinations will receive a failing grade in the course. Homework assignments are individual, unless otherwise specified

by the instructor, and are to be completed without outside assistance of any sort, as well. Persons observed cheating in their homework assignments will receive a score of zero for the portion of the semester grade

that is allocated to such assignments.

**PLAGIARISM:** The instructor assumes that students will do their own work. By placing their names on assignments (individual or team), students are affirming that the contents are their original work. Any previous work available from files or past students, as well as materials available on the internet may be used only as a suggestive model. Violation of this provision will be considered as unethical behavior, subject to disciplinary action. If you have any doubt about the use of a specific material, see the instructor ahead of time. Any material used from outside sources should be referenced appropriately.

#### METU HONOR CODE

Every member of METU community adopts the following honor code as one of the core principles of academic life and strives to develop an academic environment where continuous adherence to this code is promoted.

"The members of the METU community are reliable, responsible and honorable people who embrace only the success and recognition they deserve, and act with integrity in their use, evaluation and presentation of facts, data and documents."

The following table gives the tentative schedule for the semester. The lectures will stress the most important and/or most difficult material. Appendices are required only if they are assigned. The students are required to read the chapters and appendices before they are covered in class.

<b>Tentative Course Schedule</b>				
<b>Month</b>	<b>Day</b>	<b>Topic</b>	<b>Reading/ Assignment</b>	<b>CSLO</b>
Mar	15-19	Introduction		<b>1-6</b>
Mar	22-26	Employment/Industrial Relations	RA1	1-6
Mar-Apr	29-2	Class discussion on ER & IR	Find a news article, which you think has a kind of relation with Industrial/Employment Relations area,	7-9
Apr	5-9	Employment Relations System (ERS)	RA2	1-6
Apr	12-16	Class discussion on ERS	Find a news article, which you think has a kind of relation with Industrial/Employment Relations area, from any of the news portals and discuss regarding the ERS	7-9
Apr	19-23	The Labour Market		1-6
Apr	26-30	Class discussion on the Labour Market	Prepare your discussion on the figures/reports/links you are provided (to be assigned in the previous week)	7-9
May	3-7	Industrial relations key concepts	RA1	1-6
May	10-14 17-21	Midterm paper		1-6

May	24-28	Historical assessment of the IR with a global perspective	Prepare a report on the ERS and the IR of the country you have been assigned (to be assigned in the previous week)	1-9
May-June	31-4	Class discussion on country examples		1-9
June	7-11	Collective actors and action		1-6
June	14-18	Class discussion on collective actors and action	Prepare a report on the collective action on the country you have been assigned previously	7-9
June	21-25	Discussion on the final paper		