HRM201
Comparative & International Employment Relations

UNIT OUTLINE
Semester 2, 2006

Lecture: Friday 1-4 pm in W5C 320
Unit Convenor: Angie Knox
Prerequisites: Entry to BHRM; HRM107

Students in this unit should read the Unit Outline carefully at the beginning of the semester. It contains important information about the unit. If anything in it is unclear, please consult the Unit Convenor.
ABOUT THIS UNIT

HRM201 is a 3 credit point unit.

This unit examines employment relations systems across a number of different countries and analyses international issues facing employers and their employees. We explore for example, employment relations in Australia, the UK, USA, Germany and Japan. In addition, we consider a range of challenges emerging internationally including: diversity management, language, behaviour and sex-typing as well as issues regarding outsourcing and off-shoring. While examining these themes, we will draw out any points of convergence and/or divergence across nation states and develop a greater understanding of the implications of these processes.

TEACHING STAFF

Convenor: - Dr Angie Knox
Email: aknox@efs.mq.edu.au
Room: - E4A 633
Phone:. 9850 6468
Consultation: Friday 11 am-1 pm

CLASSES

Lecture/Seminar Time: Friday 1-4 pm in W5C 320

You are expected to attend these classes. If for unavoidable reasons you miss a class, it is your responsibility to do the necessary work that was covered in-class in your own time. Individual lectures and/or tutorials will not be conducted in order for you to catch up.

REQUIRED AND RECOMMENDED TEXTS AND/OR MATERIALS

Prescribed Text


Prescribed Unit Materials

HRM201 Reading Pack.
Journals

The following journals contain many articles in the area of employment relations and may be useful to students:

Industrial Relations Journal
British Journal of Industrial Relations
International Journal of Human Resource Management
Employee Relations
Journal of Industrial Relations
Human Resource Management Journal

UNIT WEB PAGE

The web page for this unit can be accessed via http://online.mq.edu.au/public/HRM201/ or via the "Login" button on http://online.mq.edu.au

LEARNING OUTCOMES

The learning outcomes of this unit are:

- an understanding of employment relations systems across a range of countries and the ability to analyse areas of convergence and divergence across these countries.
- an understanding of the major parties involved in national systems of employment relations and how they influence employment outcomes.
- an ability to analyse policy debates in employment relations.

In addition to the discipline-based learning objectives, all academic programs at Macquarie seek to develop students' generic skills in a range of areas. One of the aims of this unit is that students develop skills in the following:

- communication skills
- taking responsibility for your own learning
- critical analysis skills
TEACHING AND LEARNING STRATEGY

This unit is taught using lectures and seminars (whole-of-class tutorial discussions). Students are expected to read in advance of lectures and participate in seminars.

LECTURE PROGRAM

Lecture 1  Introduction to Comparative and International Employment Relations
Date: Friday August 4

Lecture 2  Employment Relations in Australia
Date: Friday August 11

Lecture 3  Employment Relations in the UK
Date: Friday August 18

Lecture 4  Employment Relations in the US
Date: Friday August 25

Lecture 5  Employment Relations in Germany
Date: Friday September 1
ESSAY PLAN DUE

Lecture 6  Employment Relations in Japan
Date: Friday September 8

Lecture 7  Diversity at Work I
Date: Friday September 15
ESSAY DUE

Lecture 8  Diversity at Work II
Date: Friday October 6

Lecture 9  Language, Behaviour and Sex-typing
Date: Friday October 13

Lecture 10  Outsourcing and Off-shoring
Date: Friday October 20

Lecture 11  International HRM I
Date: Friday October 27

Lecture 12  International HRM II
Date: Friday November 3

Lecture 13  Course Review
Date: Friday November 10
RELATIONSHIP BETWEEN ASSESSMENT AND LEARNING OUTCOMES

Knowledge and understanding of comparative and international employment relations is assessed using a combination of written pieces. There are three assessment components: an essay plan, an essay and a final exam.

Essay Plan and Essay (worth 40%)

You are required to submit both an essay plan and an essay on the following topic:
"Analyse the changing nature of collective bargaining in Australia’s employment relations system"

The essay plan

Based on the essay question (see above), you should write an essay plan of approximately one page in length. This will provide a brief overview of the major points/issues that you intend to include in your full essay and assist you with the structure of your essay. You might like to use a series of subheadings in your plan such as 'Introduction' (including the terms that you will define and a summary of the major argument to be developed throughout your essay), 'Body' (probably dividing this into several paragraphs, each of which encapsulates a different point or concept that will develop your argument more fully), 'Conclusion' (summarising your findings and the argument that you have put forward). In order to do this properly, you will need to have done a significant amount of research and reading around the essay question.

Length: a maximum of one-page
Due Date: 1st September 2006

Essay

You should write a response to the essay question (see above) based upon your research and analysis using appropriate books and journal articles. You should include a minimum of six references and 'googled' material is not a suitable source of information. Please use library resources, including books and journal articles available via online databases. You can use Australian and international research.

Length: up to a maximum of 2000 words
Due Date: 15th September 2006

Total Marks: 40 (essay plan and essay combined)

If you have any queries or questions about the essay, please discuss them with me. Essays should be typewritten and formatted according to the details on p. 7-8 in this handout. Unless there are extenuating circumstances, late submissions will be penalised by deduction of marks at the rate of 10 per cent per day.

A Cultural Briefing

While this cultural briefing forms part of the exam, you will have time to prepare it during the semester.
Business is increasingly international in scope. Many problems can arise when we attempt to conduct business in foreign countries if we do not have an awareness of the local culture and customs. The obvious solution is education and training, including briefings provided by the firm’s HR department, for expatriates before they are sent on overseas assignments.

Select one of the foreign countries that we have examined (UK, US, Germany or Japan) and prepare a briefing that discusses the cultures and customs of that country. It should include information that would be important for a business person to know if they were living and working in that country. This may include traditions, history, living conditions and cost of living, clothing and housing requirements/standards, drug and alcohol laws, and political and economic climate. You might think of other useful factors too.

Your briefing should be approximately 800-1000 words or three pages in length (hand-written, so don’t get too carried away…) and it will form one of the exam questions! You will have opportunities to work on your briefing in class.

Final Examination (worth 60%)

The final exam will be held in the formal examination period. The examination will be “closed book”. Further details will be given later in the semester regarding format and content.

The University examination period in Second Half Year 2006 is from 15 November to 1 December.

You are expected to present yourself for examination at the time and place designated in the University Examination Timetable. The timetable will be available in Draft form approximately eight weeks before the commencement of the examinations and in Final form approximately four weeks before the commencement of the examinations.

http://www.timetables.mq.edu.au/exam

The only exception to not sitting an examination at the designated time is because of documented illness or unavoidable disruption. In these circumstances you may wish to consider applying for Special Consideration. Information about unavoidable disruption and the special consideration process is available at http://www.reg.mq.edu.au/Forms/APSCon.pdf

If a Supplementary Examination is granted as a result of the Special Consideration process the examination will be scheduled after the conclusion of the official examination period.

You are advised that it is Macquarie University policy not to set early examinations for individuals or groups of students. All students are expected to ensure that they are available until the end of the teaching semester, that is the final day of the official examination period.

PLAGIARISM

The University defines plagiarism in its rules: "Plagiarism involves using the work of another person and presenting it as one’s own." Plagiarism is a serious breach of the University’s rules and carries significant penalties. You must read the University's practices and procedures on plagiarism. These can be found in the Handbook of Undergraduate Studies or on the web at:

http://www.student.mq.edu.au/plagiarism/
The policies and procedures explain what plagiarism is, how to avoid it, the procedures that will be taken in cases of suspected plagiarism, and the penalties if you are found guilty. Penalties may include a deduction of marks, failure in the unit, and/or referral to the University Discipline Committee.

UNIVERSITY POLICY ON GRADING

Academic Senate has a set of guidelines on the distribution of grades across the range from fail to high distinction. Your final result will include one of these grades plus a standardised numerical grade (SNG).

On occasion your raw mark for a unit (i.e., the total of your marks for each assessment item) may not be the same as the SNG which you receive. Under the Senate guidelines, results may be scaled to ensure that there is a degree of comparability across the university, so that units with the same past performances of their students should achieve similar results.

It is important that you realise that the policy does not require that a minimum number of students are to be failed in any unit. In fact it does something like the opposite, in requiring examiners to explain their actions if more than 20% of students fail in a unit.

The process of scaling does not change the order of marks among students. A student who receives a higher raw mark than another will also receive a higher final scaled mark.


STUDENT SUPPORT SERVICES

Macquarie University provides a range of Academic Student Support Services. Details of these services can accessed at http://www.student.mq.edu.au.
ESSAY GUIDELINES

Failure to follow these instructions will result in the essay being returned to the student for rewriting in an acceptable format. Also, plagiarism will not be tolerated in any form, and will result in automatic failure.

Format of Essay
1. Essays should be typewritten using double spacing.

2. Under no circumstances should an essay be typed on both sides of a single page.

3. A margin of around 30 millimetres should be provided on both the left and right sides of the page so that examiners' comments can be made.

4. Quotations of up to two lines should be enclosed in double inverted commas with the appropriate page number. Quotations greater than two lines should be indented and single spaced (inverted commas are unnecessary).

5. Avoid using sexist or other biased language, and use the third-person tense when writing.

Citing References
6. Citations to references in the essay should be as follows:

   Blyton and Turnbull (1992) argue that human resource management ...
   or
   Recent developments in human resource management (Blyton & Turnbull, 1992) ...

7. When there are more than two authors, the first citation should be

   Deery, Iverson and Erwin (1994) argue that organisational commitment...

   Subsequent citations should be: Deery et al. (1994) assert that organisational commitment ...
   or
   The importance of organisational commitment (Deery, Iverson & Erwin, 1994) ...

   Subsequent citations should be: The effect of industrial relations climate ... (Deery et al., 1994) ...

8. When there are two or more citations within the same parentheses, the order is alphabetized, e.g.,

   The recruitment and retention of employees is fundamental to organisations (Deery & Walsh, 1999; Gahan, 1992; Jones, 1990; Smith, 1989).
Quotes
9. When quoting always provide page numbers, e.g.,

"It is assumed that both workers and management share a common objective" (Deery & Walsh, 1999, p. 5).

or

Deery and Walsh (1999) "assumed that both workers and management share a common objective" (p. 5).

Secondary Sources
10. When you do not have access to the original material that has been cited in another's work, the citation is:

Hyman and Fryer (1975, cited in Deery & Walsh, 1999) argue that rather and there being symmetry in the distribution of power ...

In the References only the actual work read is included e.g., in the above example Deery and Walsh would be included and Hyman and Fryer (1975) would be excluded from the References.

References
11. The reference list appears on a separate page at the end of the essay and includes all references cited in the essay. They are listed in alphabetical order, by the first author's surname, with the title, year of publication, title, and publishing information provided, e.g.,


Note: Students can underline rather than italicize titles if an italicized font is not available.