



AYDIN ADNAN MENDERES UNIVERSITY COURSE INFORMATION FORM

Course Title		Industrial Relations							
Course Code		İK252		Course Level		First Cycle (Bachelor's Degree)			
ECTS Credit	6	Workload	147 (<i>Hours</i>)	Theory	3	Practice	0	Laboratory	0
Objectives of the Course		The aim of this course is to manage modern industrial relations by analyzing the future effects of the developments and changes in the traditional industrial relations.							
Course Content		Beginning and development of industrial relations, employee-employer relations, concerned parties, unions, government intervention, collective bargaining, negotiation and collective agreements, conflict of interests and benefits, solution ways for the conflicts, new industrial relations (human resources management and enterprise culture, employment relationship and force usage, complaint, discipline and proposal systems, labor productivity, employee participation, automation, environment and non-governmental organizations effects.)							
Work Placement		N/A							
Planned Learning Activities and Teaching Methods				Explanation (Presentation), Discussion, Individual Study					
Name of Lecturer(s)									

Assessment Methods and Criteria

Method	Quantity	Percentage (%)
Midterm Examination	1	40
Final Examination	1	70

Recommended or Required Reading

1	Aysen TOKOL, Endüstri İlişkileri ve Yeni Gelişmeler, Dora Yayıncılık, 2014.
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Week	Weekly Detailed Course Contents	
1	Theoretical	The Emergence Industrial Relations, Industrial Revolution and Its Causes
2	Theoretical	Developments during Ottoman and Republic Period, Production Factors and ideologies.
3	Theoretical	Employee-employer relations system (labor market, employment, unemployment, wages, labor productivity).
4	Theoretical	Parties in the employee-employer relations system (government, employer, unions, union types).
5	Theoretical	Collective bargaining, negotiations, collective agreements, conflict of interest and benefits.
6	Theoretical	Solution ways in case of conflict (Agreement, mediation, arbitration, strike and lockout).
7	Theoretical	Industrial democracy and mergers (elections, representative authority, business consolidations).
8	Theoretical	New industrial relations (complaint, discipline and proposal systems).
9	Intermediate Exam	Midterms
10	Intermediate Exam	Midterms
11	Theoretical	New industrial relations (Environmental, occupational safety and health)
12	Theoretical	New industrial relations (Environmental, occupational safety and health).
13	Theoretical	New industrial relations (employee participation and outsourcing).
14	Theoretical	Technological (Automation) and Financial (budgeting) developments.
15	Theoretical	Non-governmental organizations, globalization and global organizations.

Workload Calculation

Activity	Quantity	Preparation	Duration	Total Workload
Lecture - Theory	13	6	3	117
Midterm Examination	1	13	1	14



Final Examination	1	15	1	16
Total Workload (Hours)				147
[Total Workload (Hours) / 25*] = ECTS				6
*25 hour workload is accepted as 1 ECTS				

Learning Outcomes

1	Understand the problems and solutions of the laborer, employer, government and non-governmental organizations which managers can be engaged in their business or other related industrial businesses.
2	Ability to be patient, communicate easily by scientific methods, recognize the rules quickly, solve the crisis with the negotiation techniques.
3	Define the concept of industrial relations in a narrow and broad sense.
4	Explains the actors of industrial relations and their activities at the workplace, business, national and international level.
5	Discusses different theoretical approaches and criticisms about industrial relations, explains the concept of trade union, trade union rights, the emergence of trade unions and the reasons for the existence of different trade union models.
6	Explain the roles of the state in industrial relations, explain employer organizations, organization models, functions and functions

Programme Outcomes (Human Resources Management)

1	Having adequate scientific knowledge of Human Resources Management, basic business concepts and other social sciences
2	Thinking critically and analytically
3	Having knowledge of communication and information technologies
4	In-depth understanding of the research process and application of a range of research techniques into studies, researches and projects
5	In-depth understanding of usage of Human Resources Management and other social sciences theoretical and applied knowledge together.
6	Ability to interpret basic Business concepts from Human Resource Management perspective
7	Ability to implement basic HRM responsibilities in institutions such as HR Planning and staffing, labor relations, occupational healthy and safety, training planning, performance and rewards management, career planning, employment and interview techniques and legal HR issues
8	Implementing quality process approach into HRM process by considering institutional development, internal and external customer satisfaction; in case of need, having sense of responsibility making contribution for problem solving and continuous development and process excellence ability by problem identification, goal setting, reorganisation and change management skills
9	Management of resources and assets by considering budgetary, financial and legal issues; management of projects/operations with the ability of planning, implementation, and auditing; Having skills on management of self and other people
10	Enriching result oriented working approach with continuous learning approach
11	Strong oral and written communication skills and ability to present ideas and information effectively
12	Monitor and communicate with colleagues in a foreign language using at least the European Language Portfolio B1 General Level
13	Ability to work with people of various cultural and educational background by valuing team work, developing empathy and listening skills
14	Being conscious on social, academic and professional ethical values
15	Development of critical theoretical appreciation of 'how', 'why' and 'where' HRM contributes to and supports employee and societal development, and implementing these approach for applied and graduate projects and working life

Contribution of Learning Outcomes to Programme Outcomes 1:Very Low, 2:Low, 3:Medium, 4:High, 5:Very High

	L1	L2
P1	3	3
P4	3	3
P5	2	2
P6	1	1
P10	1	1
P11	3	3
P13	2	2
P14	3	3
P15	5	5

