



## AYDIN ADNAN MENDERES UNIVERSITY COURSE INFORMATION FORM

Course Title		Labour Relations							
Course Code		İK360		Course Level		First Cycle (Bachelor's Degree)			
ECTS Credit	6	Workload	151 ( <i>Hours</i> )	Theory	3	Practice	0	Laboratory	0
Objectives of the Course		The aim of this course is to offer an introduction to major theoretical approaches used in industrial relations. In addition, recent economic, political and social developments affecting industrial relations will also be analysed.							
Course Content		We first examine major theoretical approaches in industrial relations. Then we concentrate on industrial relations' actors (labour, management and state)							
Work Placement		N/A							
Planned Learning Activities and Teaching Methods				Explanation (Presentation)					
Name of Lecturer(s)									

### Assessment Methods and Criteria

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

### Recommended or Required Reading

1	Yıldırım, Engin ve Demirkan, Mahmut (2007) Endüstri İlişkileri Ders Notları, Sakarya Kitapevi, Adapazarı Diğer Kaynaklar
2	Hobsbawn, E: J (1989) Devrim Çağı: 1789-1848, V Yayınları, Ankara
3	Makal, Ahmet (1997) Osmanlı İmparatorluğunda Çalışma İlişkileri: 1850-1920, İmge Kitapevi, Ankara
4	Talas, Cahit (1990) Toplumsal Politika, İmge Kitapevi, Ankara
5	Thompson, E.P (2004) İngiliz İşçi Sınıfının Oluşumu, Birikim Yayınları, İstanbul

Week	Weekly Detailed Course Contents	
1	Theoretical	The Birth of Industrial Relations as an Academic Field
2	Theoretical	Theory and Research in Industrial Relations
3	Theoretical	System Theory and Critique of System Theory
4	Theoretical	Pluralist Theory and Critique of Pluralism Theory
5	Theoretical	Marxist Theory and Critique of Marxist Theory
6	Theoretical	Postmodernism and Industrial Relations
7	Theoretical	Globalisation and Industrial Relations
8	Intermediate Exam	mid-term exam
9	Intermediate Exam	mid-term exam
10	Theoretical	Labour Movements and Trade Unions 1
11	Theoretical	Labour Movements and Trade Unions 2
12	Theoretical	Employers and Management
13	Theoretical	State and Industrial Relations
14	Theoretical	Collective Bargaining
15	Theoretical	Strikes and Mediation
16	Final Exam	final exam

### Workload Calculation

Activity	Quantity	Preparation	Duration	Total Workload
Lecture - Theory	13	2	3	65
Individual Work	13	0	3	39
Midterm Examination	1	20	1	21



Final Examination	1	25	1	26
Total Workload (Hours)				151
[Total Workload (Hours) / 25*] = ECTS				6
*25 hour workload is accepted as 1 ECTS				

### Learning Outcomes

1	Defining narrow and broad meanings of industrial relations
2	Explaining actors of industrial relations and activities of these actors at workplace, enterprise, national and international level
3	Arguing different theoretical approaches to Industrial relations and their criticisms
4	Explaining the concept of trade union, union rights, development process of unions and reasons of existence of different union models
5	Explaining the role of states in industrial relations
6	Explaining the employer organizations, their organizational models and functions
7	Defining the concept of collective bargaining, its elements and facts
8	Arguing the subjects, process and content of collective bargaining
9	Defining the concept and types of collective labor dispute
10	Explaining peaceful and combative problem solving ways for collective labor dispute
11	Evaluating the reasons and results of new developments in industrial relations

### 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 health 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	L3	L4	L5	L6	L7	L8	L9	L10	L11
P1	1	5	2	2	3	1	2	2	1	1	1
P2	3	2	3	1	2	2	3	3	1	3	3
P3	2	3	5	2	3	3	4	4	5	2	5
P4	3	3	2	3	2	4	4	2	2	5	2
P5	2	4	3	2	3	3	3	1	5	5	5
P6	3	4	2	3	1	2	2	2	2	5	3
P7	4	4	4	3	2	1	1	3	5	3	5
P8	2	3	3	4	3	2	2	4	3	1	4



P9	1	2	3	2	2	3	1	4	2	3	2
P10	3	4	2	3	2	2	2	3	1	4	5
P11	2	2	3	3	1	1	3	2	2	2	2
P12	3	1	2	2	2	2	2	3	4	1	1
P13	1	4	1	1	3	3	1	2	5	4	5
P14	3	3	1	2	5	4	2	1	2	2	2
P15	2	2	2	3	1	3	3	2	1	3	3

