

COURSE OUTLINE

(1) GENERAL

SCHOOL	BUSINESS ADMINISTRATION		
DEPARTMENT	BUSINESS ADMINISTRATION		
LEVEL OF STUDIES	MASTER IN HUMAN RESOURCE MANAGEMENT		
COURSE CODE	HRM252	SEMESTER	B
COURSE TITLE	Employment Relations in the European Union and Greece		
TEACHING ACTIVITIES	INSTRUCTION HOURS PER WEEK	ECTS	
	3	7,5	
COURSE	Specialization Course		
PREREQUISITES :	NO		
COURSE LANGUAGE:	GREEK AND ENGLISH		
ERASMUS COURSE	NO		
COURSE SITE (URL)	https://openeclass.uom.gr/courses/HRM107/		

(2) LEARNING OUTCOME

LEARNING OUTCOME
<p>The main aim of the course is to introduce students to Labor Relations in the EU and Greece. More specifically, completing this course, students are expected to be able to :</p> <ul style="list-style-type: none"> • Analyze the main characteristics of the labor market in Greece • Analyze the main characteristics of the labor market in the European Union • Analyze the main impact of labor relations institutions like the labor unions and collective negotiations on companies and sectors of the economy. • Analyze the best practices of labor relations at the company, industry and economy level
(3) GENERAL COMPETENCIES
<ul style="list-style-type: none"> • Developing research techniques and analysis of data using new technologies • Acknowledging problems that require a solution • Developing autonomy at work

- Developing team working
- Working in international environment
- Ability of critique and self-critique
- Developing new research ideas and issues
- Developing inductive reasoning

DEVELOPING STUDENTS' SKILLS

- In assessing modern literature in HRM
- In applying modern systems of leadership enhancement, team working, change management
- In communication with Power Point presentations in front of an audience

(4) COURSE LECTURES

1. Introduction to Labor Relations
2. Eurozone and EU Labor Markets
3. The Greek Labor Market
4. New Technologies, Globalization, and Labor Market Flexibility
5. Flexible, agile firm and labor Relations: Case Studies
6. Corporate restructuring in the EU and USA and the prospects of Labor Relations, Case Studies
7. Scandinavian Model of Labor Relations : The Volvo case study
8. German Model of Labor Relations Mentoring: The Braun Case Study
9. Best labor relations practices applying at company level
10. Labor Relations in Greece
11. Main Problems in Greek Labor Relations
12. Application of best EU corporate practices in Labor relations

(5) TEACHING METHODS - EVALUATION

<p>INSTRUCTION METHOD</p>	<ul style="list-style-type: none"> • Lectures in class / teleconferencing • Interactive teaching based on Case Studies analysis • Students' presentations in class 																							
<p>USE OF INFORMATION TECHNOLOGIES</p>	<ul style="list-style-type: none"> • Use of university's educational platform https://openeclass.uom.gr/ • Use of PowerPoint in presenting homework in class • Use of Openeclass platform for communication and uploading course material, homeworks and papers • Use of Statistics software • Use of the Web for research and homework presentation 																							
<p>TEACHING ORGANIZATION</p>	<table border="1"> <thead> <tr> <th data-bbox="671 987 1013 1066"><i>ACTIVITY</i></th> <th data-bbox="1016 987 1348 1066"><i>SEMESTER WORKLOAD (HOURS)</i></th> </tr> </thead> <tbody> <tr> <td data-bbox="671 1070 1013 1104"></td> <td data-bbox="1016 1070 1348 1104"></td> </tr> <tr> <td data-bbox="671 1108 1013 1182">LECTURES and FINAL EXAM</td> <td data-bbox="1016 1108 1348 1182">36+3=39</td> </tr> <tr> <td data-bbox="671 1187 1013 1301">STUDENTS' STUDY/ 3 hours study per one hour teaching</td> <td data-bbox="1016 1187 1348 1301">36*3= 108</td> </tr> <tr> <td data-bbox="671 1305 1013 1420">STUDENT PAPERS AND PRESENTATIONS</td> <td data-bbox="1016 1305 1348 1420">4*10=40</td> </tr> <tr> <td data-bbox="671 1424 1013 1458"></td> <td data-bbox="1016 1424 1348 1458"></td> </tr> <tr> <td data-bbox="671 1462 1013 1496"></td> <td data-bbox="1016 1462 1348 1496"></td> </tr> <tr> <td data-bbox="671 1500 1013 1534"></td> <td data-bbox="1016 1500 1348 1534"></td> </tr> <tr> <td data-bbox="671 1538 1013 1572"></td> <td data-bbox="1016 1538 1348 1572"></td> </tr> <tr> <td data-bbox="671 1576 1013 1610"></td> <td data-bbox="1016 1576 1348 1610"></td> </tr> <tr> <td data-bbox="671 1615 1013 1659">TOTAL</td> <td data-bbox="1016 1615 1348 1659">187</td> </tr> </tbody> </table>	<i>ACTIVITY</i>	<i>SEMESTER WORKLOAD (HOURS)</i>			LECTURES and FINAL EXAM	36+3=39	STUDENTS' STUDY/ 3 hours study per one hour teaching	36*3= 108	STUDENT PAPERS AND PRESENTATIONS	4*10=40											TOTAL	187	
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<p>STUDENT EVALUATION</p>	<ul style="list-style-type: none"> • Final exam with questions covering all the course topics receiving 40% of total evaluation • 4 homeworks – student presentations 40% 																							

	<ul style="list-style-type: none">• Presentation skills: 10%• Student participation in class: 10%
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(6) BIBLIOGRAPHY

Textbooks:

Arrowsmith, J . and Puligrano, V. (2018) , *The Transformation of Employment Relations in Europe, Oxfordshire, : Routledge.*

European Foundation for the Improvement of Living and Working Conditions, European Commission, Brussels, <https://www.eurofound.europa.eu/>

Journals:

Employee Relations, Personnel Review European Management Journal Harvard Business Review, European Management Review, and International Journal of Manpower...