

RTU Course "Industrial Relations"

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General data

Code	HSP483
Course title	Industrial Relations
Course status in the programme	Compulsory/Courses of Limited Choice
Responsible instructor	Laila Girsova
Volume of the course: parts and credits points	1 part, 3.0 credits
Language of instruction	LV, EN
Annotation	The theoretical foundations of industrial relations are mastered in the study course, as well as skills for their practical organization are developed. The essence, components, regularities and principles of industrial relations are described. Different systems of industrial relations and their peculiarities are mastered. Special attention is paid to the organization of industrial relations and quality assessment.
Goals and objectives of the course in terms of competences and skills	The aim of the study course is to provide the necessary basic competencies and skills for organizing industrial relations. The tasks of the study course. 1. To acquaint with the essence of industrial relations, regularities and principles of operation. 2. To acquaint with various systems of industrial relations in order to develop knowledge about the possibilities and methods of efficient use of human resources.
Structure and tasks of independent studies	The following independent works are provided for the acquisition of the study course: 1. Special literature studies. 2. Situation analysis. 3. Preparing for exercises and tests.
Recommended literature	Obligātā/Obligatory: 1. Garleja R., Vidnere M. Psiholoģijas un sociālās uzvedības aspekti ekonomikā. Rīga: RaKa, 2000. 2. Industriālās attiecības. Mācību metodiskie materiāli. Rīga: RTU, 2005. 3. Brewster C., Hegewisch A. Policy and Practice in European Human Resource Management. - London: Routledge, 2004. 4. Ferner A., Hyman R. Industrial Relations in the New Europe. Oxfords: Blackwell, 2002. 5. Schuler R.S. Managing Human Resources. St. Paul, MN: West Publishing Co, 2005. Papildu/Additional: 1. Bean R. Comparative Industrial Relations. An Introduction to Cross-National Perspectives. Routledge, 2020. 2. Colling T., Terry M. (Eds.) Industrial Relations: Theory and Practice. Wiley-Blackwell, 2010. 3. Bray M., Waring P., Cooper R., Macneil J. Employment Relations. Sydney: McGraw-Hill, 2017.
Course prerequisites	Not necessary.

Course contents

Content	Full- and part-time intramural studies		Part time extramural studies	
	Contact Hours	Indep. work	Contact Hours	Indep. work
The essence of industrial relations. The historical development of the industrial relations.	4	4	2	8
Managing the human resources development and the human capital.	6	4	2	8
Social-psychological aspects of the industrial relations.	6	6	2	8
The different models of the industrial relations in the world (Europe, USA, Japan).	6	6	2	8
Industrial democracy and labour ethics.	6	6	2	8
Industrial conflicts and how to overcome them.	6	4	2	8
The social and labour legislation.	4	2	2	8
The final test.	2	8	2	8
Total:	40	40	16	64

Learning outcomes and assessment

Learning outcomes	Assessment methods
Is able to assess the essence of industrial relations, compare and characterize the different practical systems.	Discussions in seminars, exercises, diagnostic tests and tests.
Understands the specifics of the industrial relations in Latvia.	Discussions in seminars, exercises, diagnostic tests and tests.
Knows the structure of social organizations, knows their components and interrelationships.	Discussions in seminars, exercises, diagnostic tests and tests.
Is able to characterize the tendencies of the human resources and capital development.	Discussions in seminars, exercises, diagnostic tests and tests.
Is able to participate in argumentative discussions and debates on the industrial relations problems in Latvia and has the skills to assess possibilities of their professional career.	Discussions in seminars, exercises, diagnostic tests and tests.

Is able to diagnose the social problems of organizations and create the development module.	Discussions in seminars, exercises, diagnostic tests and tests.
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Evaluation criteria of study results

Criterion	%
Lecture and seminar attendance	5
Activity in seminar discussions	10
Accomplishment of tasks and exercises	15
Success at accomplishing the diagnostic tests and tests	20
Success at passing the final test	50
Total:	100

Study subject structure

Part	CP	Hours			Tests		
		Lectures	Practical	Lab.	Test	Exam	Work
1.	3.0	1.0	1.0	0.0	*		