

Labor Relations Management Course Syllabus

<u>Course Number:</u>	BB915A
<u>Course Name:</u>	Labor Relations Management
<u>Instructors:</u>	Liu Jiemei
<u>Students:</u>	Human Resources Management AY2023
<u>Required Text:</u>	<p>1. <i>Labor Relations</i> (5th Edition) by Cheng Yanyuan and Wang Fuxi, Renmin University of China Press, 2021</p> <p>2. <i>Labor Relations Management</i> (2nd Edition) by Chen Weizheng, et al., Science Press, 2017.</p> <p>3. <i>Labor Relations Management</i> (3rd Edition) by Li Qing and Sun Yue, Electronics Industry Press, 2016.</p>
<u>Course Description:</u>	<p>The course aims to regulate behaviors between employers and employees, safeguard their rights and interests, and maintain stable labor relations. It covers the basic theories, regulations, historical development, primary subjects, and operational systems in labor relations management. It also guides students on specific management systems such as labor contracts, collective contracts, collective negotiations, labor rules and protections, and handling labor disputes.</p>

Topic Outline:	Hours/Minutes
I. Introduction to Labor Relations	4
A. Concept of Labor Relations <ul style="list-style-type: none"> ① Definition of Labor Relations ② Subject of Labor Relations ③ Characteristics of Labor Relations 	
B. Essence of Labor Relations: Conflict and Cooperation <ul style="list-style-type: none"> ① The roots of cooperation ② The root causes of conflict 	
C. External Environment of Labor Relations <ul style="list-style-type: none"> ① Economic and technological environment ② Policy environment ③ Legal and institutional environment ④ Socio-cultural environment 	
II. Theories of Labor Relations	2
A. Labor Relations Theories: Perspectives from Different Schools <ul style="list-style-type: none"> ① The main ideas of neoconservatism ② The main point of managerialism ③ The main ideas of orthodox pluralism 	
B. Origins of Labor Relations Concepts	

C.	Models of Labor Relations Adjustment	
	①Struggle mode	
	②A pluralistic laissez-faire model	
	③Entente autonomy model	
III.	Historical and Institutional Background of Labor Relations	2
A.	Labor Relations in the Early Industrial Age	
	①Background and Smith's management thoughts	
	②Labor relations and characteristics during this period	
B.	Labor Relations in the Management Era	
	①Background and scientific management theory	
	②Labor relations and characteristics during this period	
C.	Institutionalization of Conflict	
	①Background and behavioral science theories	
	②Labor relations and characteristics during this period	
D.	Mature Labor Relations	
	①Background and development of modern management	
	②Labor relations and characteristics during this period	
E.	New Contradictions and Issues	
	①Organization and economic development	
	②New changes in labor relations	
IV.	Management	4
A.	Who is Management	
	①The concept of the management party	
	②Employers and employers' associations	
B.	Theoretical Roles of Management	
	①Neoclassical economic theory	
	②Contingency management theory	
	③Stakeholder theory	
C.	Management Models and Practices	
	①Enterprise management model	
	②Characteristics of each management model and measures for the treatment of trade unions	
V.	Unions	2
A.	Concept of Unions	
	①The connotation and classification of trade unions	
	②The emergence and development of trade unions	
B.	Why and How to Form Unions	
C.	Functions and Behavioral Modes of Unions	
D.	Organizational Structure of Unions	
E.	Strategies for Labor-Management Cooperation	
VI.	Government	2
A.	Role of Government	
	①The role of government	
B.	Government and Labor Relations Theory	

①Neoconservative theory of government	
②Administrativist government theory	
③Orthodox pluralist theory of government	
C. Governmental Strategies and Practices in Labor Relations	
D. Government and the Tripartite Mechanism in Coordinating Labor Relations	
VII. Labor Law - Regulating Labor Relations	8
A. Labor Law and Labor Relations	
①The concept and function of labor law	
②Types of labor laws and main acts	
③Adjustment mechanism of labor relations	
B. Legal Safeguards for Wages	
①Legal implications of wages	
②Principles of wage payment	
③Payment of wages in exceptional circumstances	
④Minimum wage legal system	
C. Working Hours and Rest Breaks	
①Legislation and types of working hours	
②Overtime and rest leave	
③Annual leave system	
D. Labor Safety and Health	
①Occupational safety and health management regulations	
② Labor safety technical regulations and labor health regulations	
E. Rules of the Workplace	
①Labor and employment standards	
②Protection standards for female and juvenile workers	
VIII. Collective Bargaining and Collective Contracts	6
A. Collective Bargaining	
①The concept and role of labor contracts	
②Legal characteristics of employment contracts	
③The duration of the employment contract	
B. Strikes and Their Handling	
①The establishment of labor relations	
②Conclusion of a written employment contract	
③Necessary and agreed terms of the employment contract	
④Confirmation of invalid employment contracts	
C. Collective Contracts	
①Labor contracts shall be fully performed	
② Statutory circumstances that do not affect the full performance of the labor contract	
D. Study on the Terms of Collective Contracts	
①Conditions for changes in employment contracts	
②Procedures for changing employment contracts	
E. Legislative Practice of Collective Contracts	
①The two parties terminate the labor contract by mutual agreement	

	②The employee unilaterally terminates the labor contract	
	③The employer unilaterally terminates the labor contract	
IX.	Flexible Employment Management	4
A.	Management of Labor Dispatch Employment	
	①Obligations of labor dispatch agencies	
	②The obligations of the employing entity in labor dispatch	
	③The rights of dispatched workers in labor dispatch	
B.	Part-time Employment Management	
	①The meaning of part-time employment	
	②Features of part-time employment	
C.	Contract Labor Management	
X.	Handling Labor Disputes	6
A.	Overview of Labor Dispute Resolution	
	①Classification and significance of labor disputes	
	②Scope of labor disputes	
	③The purpose and principles of labor dispute settlement	
B.	Labor Dispute Mediation	
	①Concept and organization of labor dispute mediation	
	②Procedures and effectiveness of labor dispute mediation	
C.	Labor Dispute Arbitration	
	①Concept and institution of labor dispute arbitration	
	②Procedures and effects of labor dispute arbitration	
D.	Labor Dispute Litigation	
	①Concept and jurisdiction of labor dispute litigation	
	②Parties to labor dispute litigation and the burden of proof	
E.	Collective Dispute Resolution System	
	Total Sessions (Coverage Hours)	40

Summary of UG CPC Topics Covered in this Course:	Hours/Minutes
a. Marketing	4
b. Finance	0
c. Accounting	0
d. Management	8
e. Legal environment of Business	12
f. Economics	2
g. Business Ethics	2
h. Global Dimensions of Business	2
i. Business Communications	2
j. Information System	4
k. Quantitative Techniques and Statistics	2
l. Business Policies	0
m. Comprehensive or Integrating Experience	2
Total Estimated CPC Coverage Hours	40