



University of Macedonia
The MBA Program
Spring Semester 2012-2013

Employee Relations in the European Union and International HRM

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Aims

The main aim of the course is twofold: to discuss contemporary industrial relations issues in the European Union countries and to examine international HRM trends relevant to the Greek firms. The course presents these topics within the framework of rapid transformation that industrial relations regimes have been undergone during the Eurozone crisis and through the pertinent bailout programs.

Learning Objectives:

At the end of the course, students will:

- Learn how the Eurozone Debt Crisis and the EU institutions led to structural economic reforms that reshaped industrial relations regimes in many Eurozone countries and more specifically in Greece

- Learn how trends in international human resources management in selecting, developing and rewarding employees are linked to Greek firms' potential for export-oriented development

Content

- Management of Human Resources in the EU countries
- Eurozone Debt Crisis and Industrial Relations Regimes
- The Greek Bailout program and Industrial Relations in Public Sector
- The Greek Bailout program and Industrial Relations in Private Sector
- Employee Relations in Anglo-Saxon Countries: Lessons for Greek Firms
- International HRM Trends and the Greek Firms: Aiming at Export-oriented Growth

EMPLOYEE RELATIONS IN EUROPEAN UNION & INTERNATIONAL HRM

COURSE STRUCTURE:

WEEK	TOPIC	READINGS/ASSIGNMENTS
1	<i>High Performance Work Systems: Applications in the EU</i>	<p>1. Department of Trade and Industry, 2005, "HPWS: achieving best practice in your business" UK Government.</p> <p>1. Mihail, D., Mac Links, M. and Sarvanidis, S., (013), "High performance work systems in corporate turnaround: A German case study", <i>Journal of Organizational Change Management</i>, forthcoming</p> <p>Mihail Dimitris</p>
2	<i>Employee Relations in the European Union</i>	<p>The Eurozone Crisis, the Bailout Programs and the Call for Labor Market Reforms</p> <p>European Union, 2011, "The European Economy", European Commission, Luxembourg.</p> <p>Mihail Dimitris</p>
3	<i>Employee Relations in the Greek Public Sector</i>	<p>The Greek Bailout programs : Memorandum I, II, II: Reshaping the system of Greek Industrial Relations , Greek Ministry of Finance</p> <p>Reshaping public sector and its workforce</p>

		Mihail Dimitris
4	<i>Employee Relations in the Greek Private Sector</i>	The Greek Bailout programs : Memorandum I, II, II: Reshaping the system of Greek Industrial Relations , Greek Ministry of Finance Institute of Labour, “The Greek Economy, 2011”, GSEE, Athens Mihail Dimitris
5	<i>Adopting EU Labor Market Regulations in Greece</i>	Workers’ Protection Cases Visiting Expert: Pratsidis Nikos, MBA
6	<i>Employee Relations in Anglo-Saxon Countries: Lessons for Greek Firms</i>	Working Time Arrangements in the UK and Greece Cases Visiting Expert: Pratsidis Nikos, MBA
7	<i>Factors Affecting HRM in Global Markets – Hofstede’s Cultural Dimensions</i>	Noe et al. Chapter 15. Protopapas Haris, PhD, MBA
8	<i>International HRM and Greek Firms</i>	Case Studies Protopapas Haris, PhD, MBA
9	<i>Extroversion of Family-Owned Small-Medium Firms</i>	Case Studies Protopapas Haris, PhD, MBA
10	<i>Recruiting and Selection in Export-oriented Family-Owned Small-Medium Firms</i>	Case Studies from Hospitality Services in Greece Visiting Expert: Anastasiou, Anestis, BEng, MSc.
11	<i>Managerial Skills in Extrovert Family-Owned Small-Medium Firms</i>	Case Studies from Hospitality Services in Greece Visiting Expert: Anastasiou, Anestis, BEng, MSc.
12	<i>Succession in Family-Owned Small-Medium Firms</i>	Case Studies Protopapas Haris, PhD, MBA

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Readings

Textbooks:

Noe, R.A., Hollenbeck, J.R., Gerhart B., and Wright, J.R.,(2007) Human Resource Management: Gaining a Competitive Advantage, New York: McGraw Hill.

Beardwell, I., Holden, L. and Claydon, T. (2004). Human Resource Management: A Contemporary Approach, London, New York: FT – Prentice Hall.

Mendehall, M, Oddu, G. and Stahl, G. (2007), Readings and Cases in International Human Resources Management, London: Routledge.

Storey J., (1998), Blackwell Cases in Human Resource and Change Management, Oxford: Blackwell.

Journals:

Harvard Business Review, Personnel Review, International Journal of Human Resource Management, Organizational Dynamics, Career Development International, Journal of Management Studies, International Journal of Manpower, European Management Journal, Organizational Change Management Journal

Logistics:

- Credit Allocation: 36 Hours, ECTS 6.
- Location: to be announced...
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- Classes are scheduled to run from 16.30 – 19.00 - usually with a 15 minute break

Assessing Student Performance:

Your final mark will be a numerical grade based on a combination of:

A. Team Assignment

- There will be scheduled in-class presentations of case studies and articles. These assignments will be worth a total of **50 marks**.
- Class participation: **10 marks**.

B. Final Exam

- The final examination **will cover the entire course content**. It will be worth of **40 marks**.
- The final exam will cover text book readings, handouts, assigned readings, lecture notes, case studies and video content as well as class discussion.

One (1) make-up test date for the in-class test will be scheduled if you are unable to participate on the designated date.

All the readings will be placed on Compus.

Plagiarism

Plagiarism in writing research papers or taking tests in this class is not acceptable. It includes representing another's work as one's own, presenting or submitting any academic work in a manner that impairs the instructor's ability to assess the student's academic performance. Plagiarism also includes failure to use quotation marks around material quoted from any source. Plagiarism leads to an automatic grade of zero points for the designated test.