

WILMINGTON UNIVERSITY  
COLLEGE OF BUSINESS  
BASIC COURSE INFORMATION

COURSE TITLE: International Comparative Labor and Employment Relations

COURSE NUMBER: HRM 402

PRE-REQUISITE(S): HRM 350

COURSE DESCRIPTION:

This course surveys the range of approaches to labor and employment relations in various developed and developing countries. The course will compare various aspects of employee relations (e.g. unionization, labor-management relations, government intervention, and adopted models of employee relations) and how they are adapting to the challenges presented through globalization and technological advancement.

MAJOR INSTRUCTIONAL GOALS:

GOAL A:

Students will demonstrate an understanding of employment relations in the selected nations.

Learning Objectives: The student will:

- A-1 Identify sources of data and other information about labor and employment relations throughout the world.
- A-2 Articulate the values behind different employment relations systems.
- A-3 Understand the context of employment relations in each country: economic, historical, legal, social, and political.
- A-4 Understand how corporate social responsibility, cultural norms, and labor rights clauses affect employment relations and the transfer of human resource practices.

GOAL B:

Students will be able to utilize the comparative approach and theoretical models to evaluate employment relations throughout the world.

Learning Objectives: The student will:

B-1-

