

School of Management

HRIR 402

INDUSTRIAL RELATIONS

Trimester 1, 2015

COURSE OUTLINE

Names and Contact Details

COURSE COORDINATOR & LECTURER

Dr Stephen Blumenfeld

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Website: <http://www.victoria.ac.nz/som/about/staff/stephen-blumenfeld>

ADMINISTRATOR

Ina Yoo

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Trimester Dates

Teaching Period: Monday 2nd March – Friday 5th June

Withdrawal from Course

1. *Your fees will be refunded if you withdraw from this course on or before Friday 13th March 2015.*
2. *The standard last date for withdrawal from this course is Friday 15th May.. After this date, students forced to withdraw by circumstances beyond their control must apply for permission on an 'Application for Associate Dean's Permission to Withdraw Late' including supporting documentation. The application form is available from either of the Faculty's Student Customer Service Desks or [online](#).*

Class Times and Room Numbers

Lectures: Begin the week of March 2nd

Mondays 12:30 – 15:30 (RWW125)

Course Delivery

The course is delivered through 10 three-hour class sessions scheduled on a weekly basis throughout the trimester. Class sessions involve discussion of assigned readings on select topics in industrial relations and some lectures to summarise the material covered during each class. Students are expected to actively participate in discussion and to lead that discussion on two occasions. Participants have as much to learn from each other as from the lecturer and discussion leader. Effective preparation for each class session is a key expectation of all participants in an Honours course. It is, therefore, essential that students are thoroughly prepared for each session. For effective contribution students will need to read the materials fully before the session and structure their thoughts on the various issues covered. Students should also note questions that they have about the material and be prepared to raise these in class. Student achievement is individually assessed.

Group Work

While the course has a tradition of study group collaboration, there are important elements in the assessment process that are strictly individual. Collaboration on individual assignments is not allowed beyond general discussion as to how one might interpret the nature of the assignment question. Please do not work together to formulate a response and do not loan out your completed assignments.

Expected Workload

Students can expect the workload to be approximately 16 hours per week, including both scheduled contact time (i.e., lectures) and outside class. Students will note that required readings amount to an average of approximately 150 pages per week.

Prescription

Theoretical approaches to the study of industrial relations, with specific emphasis on the evolution of general industrial relations theory, theories of the labour movement, theories of employer/managerial behaviour, and the interrelationship of theory, research, and practice.

Course Learning Objectives

On successful completion of the course, students should be able:

- to demonstrate an understanding of the major theoretical frameworks and concepts relevant to the study of industrial relations;
- to use such frameworks to describe and critically evaluate employment relations practices in various national and international contexts; and
- to offer a reasoned assessment and analysis of changes in industrial relations systems.

Readings

HRIR 402 ASSIGNED READINGS—1ST TRIMESTER 2015 (DOWNLOADABLE FROM LINKS HEREIN)

What is Industrial Relations?

Clarke, L, Donnelly E, Hyman, R, Kelly, J, McKay, S & Moore, S (2011). What's the point of industrial relations? *International Journal of Comparative Labour Law and Industrial Relations* 27(3), 239–253. [download](#)

Kaufman, B. (2008). Paradigms in industrial relations: original, modern and versions in-between. *British Journal of Industrial Relations*, 46(2), 314-339. [download](#)

Ways of Thinking About Industrial Relations

Kaufman, B. (2010). The theoretical foundation of industrial relations and its implications for labor economics and human resource management, *Industrial and Labor Relations Review* (64:1), 74-108. [download](#)

Cemaliyem, Y. O. (2013). HRM vs industrial relations: A comparative and theoretical evaluation of two disciplines. *Journal of Social & Development Sciences* 4(4), 185-192. [download](#)

John Godard and John T. Delaney (2000). Reflections on the 'High Performance' Paradigm's Implications for Industrial Relations as a Field. *Industrial and Labor Relations Review* 53(3), 482-502. [download](#)

The Ethics of Industrial Relations

- Friedman, M. (2007). The social responsibility of business is to increase its profits. In W. C. Zimmerli, M. Holzinger & K. Richter (Eds.), *Corporate Ethics and Corporate Governance* (Springer Berlin Heidelberg), pp. 173-178. [download](#)
- Egels-Zandén, N. & Merk, J. (2013). Private regulation and trade union rights: Why codes of conduct have limited impact on trade union rights. *Journal of Business Ethics* 123(3), 461-473. [download](#)
- Yeoman, R. (2014). Conceptualising meaningful work as a fundamental human need. *Journal of Business Ethics* 125(2), 235–251. [download](#)

A Rights-Based Approach to Industrial Relations

- Mantouvalou, V. (2012). Are labour rights human rights? *European Labour Law Journal* 3, 151–172. [download](#)
- Risse, M. (2009). A right to work? A right to leisure? Labor rights as human rights. *Law & Ethics of Human Rights*, 3(1), 1-39. [download](#)
- Burtless, G. (2001). Workers' rights: Labor standards and global trade. *The Brookings Review*, 19(4), 10-13. [download](#)

Industrial Democracy & Employee Voice

- Johnson, P (2006). Whence democracy? A review and critique of the conceptual dimensions and implications of the business case for organizational democracy. *Organization* 13(2):245-274. [download](#)
- Budd, J. W., Gollan, P. J., & Wilkinson, A. (2010). New approaches to employee voice and participation in organizations. *Human Relation* 63(3), 303–310. [download](#)
- Van Buren, H, & Greenwood, M (2008) Enhancing employee voice: Are voluntary employer–employee partnerships enough? *Journal of Business Ethics* 81, 209–221. [download](#)

The Role of Institutions in Industrial Relations

- Whalen, C. (2013). Post-Keynesian institutionalism after the great recession, *European Journal of Economics and Economic Policy: Intervention* 10(1), 12-27. [download](#)
- Bathelt, H. & Glückler, J. (2014). Institutional change in economic geography. *Progress in Human Geography* 38(3), 340-363. [download](#)
- Keep, E. (2013). *Opening the 'Black Box': The Increasing Importance of a Public Policy Focus on What Happens in the Workplace*. Glasgow: Skills Development Scotland, 31 pages. [download](#)
- Bourguignon, R., & Wechtler, H. (2014). Are unions still a topic for industrial relations research? *E-Journal of International and Comparative Labour Studies* 3(1), 1-14. [download](#)

Varieties of Capitalism

- Iversen, T., & Sockice, D. (2009). Distribution and Redistribution: The Shadow of the Nineteenth Century. *World Politics*, 61(3), 438–486. [download](#)
- Wade, R. H. (2013). Capitalism and democracy at cross-purposes. *New Zealand Sociology*, 28(3), 208-236. [download](#)
- Hall, P. A., & Soskice, D. (2001). An introduction to varieties of capitalism. In P. A. Hall & D. Soskice (Eds.), *Varieties of Capitalism*. New York: Oxford University Press, pp. 1-68. [download](#)

Fordism, Neo-Fordism & Post-Fordism

- Fieldes, D, & Bramble, T (1992) Post-Fordism: historical break or utopian fantasy? *Journal of Industrial Relations* 34(4), 562-579. [download](#)
- Friedman, A. (2000) Microregulation and post-Fordism: Critique and development of regulation theory. *New Political Economy* 5(1), 59-76. [download](#)
- Sparham, E. and Sung, J. (2007) *High Performance Work Practices: Work Intensification or 'Win-win'?* CLMS Working Paper No 50 (Centre for Labour. Market Studies, University of Leicester), 17 pages. [download](#)

The Critical Political Economy Perspective

- Sachs, J. D. (1999). Twentieth-century political economy: A brief history of global capitalism. *Oxford Review of Economic Policy*, 15(4), 90-101. [download](#)
- Wallis, J. J. (2010). Lessons from the political economy of the New Deal. *Oxford Review of Economic Policy* 26(3): 442-462. [download](#)
- Ray Hudson (2012). Critical political economy and material transformation. *New Political Economy*, 17(4), 373-397. [download](#)

Industrial Relations in the Global Economy

- Wahl, A., & Bull, G. (2014) Mapping research topics and theories in private regulation for sustainability in global value chain. *Journal of Business Ethics* 124(4), 585-608. [download](#)
- Barrientos, S. (2007). *Global Production Systems and Decent Work*. Geneva: ILO, 35 pages. [download](#)
- Hayter, S. (2004). *The Social Dimension of Global Production Systems: A Review of the Issues*. Geneva: ILO, 29 pages. [download](#)
- Bose, I (2013) Supply chain work and employment relations - an exploratory survey. *International Journal of Management Research and Review* 3(2), 2364-2383. [download](#)

Assessment

The Assessment Handbook will apply to all VUW courses: see

<http://www.victoria.ac.nz/documents/policy/staff-policy/assessment-handbook.pdf>.

Assessment for this course consists of three assignments—three 4000-word essays, each worth 25 of the student's overall mark in the course; 2 in-class presentations, each worth 10%; and class participation, worth 5% of the total assessment.

Assignment	Title	% of Marks Available	Due Date
1	Completed Essay Assignment #1	25	30 March 2015
2	Completed Essay Assignment #2	25	11 May 2015
3	Completed Essay Assignment #3	25	06 June 2015
4	Critical Reviews of the Literature	20	Various dates
5	Participation	5	Each Week
	TOTAL	100	

Essay Assignments

Each of the **essay assignments** is to take the form of a theoretical critique—no more than 4,000 words in length. The **1st essay assignment** will be assigned in the 1st class session and will be posted on Blackboard as well as discussed in class. The **2nd and 3rd essays** will be assigned later in the trimester and will be posted on Blackboard as well as discussed in class.

Critical Reviews (2 x 10% or 20% of the final grade)

Students will make **two (2) in-class presentations** during the term based on the lecture topic and readings for the given week in which the presentation is made. These presentations will each take the form of a critical review of the readings assigned for that week. Presentations should be at least 1 hour in duration and may take up to a maximum of 3 hours. The framing of issues covered in the student's presentation must be grounded in the week's reading assignment but may also include material derived from outside sources and the student's own research. The critical review incorporated in the presentation should include careful appraisal, assessment and engagement with those readings. The student should begin by constructing a question and framing the question within the literature. The student should then lay out the issues that need to be addressed, identify the issue they plan to address, and then make an argument to support a particular perspective. A written outline of the presentation (including a list of any reference sources) must be submitted by the student on the day of the presentation.

Further details regarding in-class presentations will be discussed during the 1st class session. Students will be graded on the quality of their presentation and the critical arguments they make. Students will select the weeks and, therefore, topics for these critical reviews in the 2nd class session.

Submitting Assignments

Completed HRIR 402 assignments are to be submitted **to the course coordinator** in hard copy **and electronically via email** no later than the time and date indicated herein. Submitted assignments will be automatically checked for academic integrity by the electronic search engine www.turnitin.com. Turnitin is an online plagiarism prevention tool, which identifies material that may have been copied from other sources including the internet, books, journals, periodicals or other students. Turnitin is used to assist your lecturer in detecting misreferencing, misquotation, and the inclusion of unattributed material, which may be forms of cheating or plagiarism. The decision about whether any copying is plagiarism will be made in the first instance by the lecturer based on the information supplied by Turnitin. You are strongly advised to check with your lecturer if you are uncertain about how to use and cite material from other sources. Turnitin will retain a copy of submitted materials on behalf of the University for detection of future plagiarism, access to the full text of submissions will not be made available to any third party.

Penalties

In fairness to other students, work submitted after any deadline will incur a penalty for lateness. **The penalty is 5 percent of the marks available** for an assignment submitted after the due time on the due date **for each part day or day late**. **Saturdays, Sundays and public holidays** will be included when counting the number of days late. Assignments received **more than 7 days after the due date** will not be accepted and the student will **automatically fail the Mandatory Requirements**.

- (ii) Course Outlines provide a signal to student of forthcoming workload, dates of submission etc, and thus student study plans should take account of course requirements across all courses. Consequently, workload issues related to other courses and employment will not be accepted as reason for dispensation from mandatory requirements or waiver of penalties. **Extensions to submission deadlines for any assigned work will only be granted in exceptional circumstances.**
- (iii) Students who are unable to comply with any of the mandatory requirements should make a written application for an extension to the due date for submission of assigned work or for waiver of a penalty, **in advance**, to the Tutorial Coordinator, providing documentary evidence of the reasons of their circumstances.

All such applications must be made **before** the deadline and be accompanied by documentary evidence, eg a medical certificate, or counsellor's report that indicates the degree of impairment, and for how long the student has been impaired. Please be sure to ask at the time of consultation for the degree of impairment to be stated in any certificate you provide to support your case.

- (iv) In the event of unusual or unforeseeable circumstances (e.g. serious illness, family bereavement), that precludes an application in advance, students should make contact with the Tutorial Coordinator as soon as possible, and make application for waiver of a penalty as soon as practicable.
- (v) Word limits should be adhered to, especially so when they provide a guide to limiting the student's coverage of a topic. For example the penalty will be proportional to the percentage over the limit - **X% of the grade for an assignment which is X% over the word limit.**

Use of Turnitin

Student work provided for assessment in this course may be checked for academic integrity by the electronic search engine <http://www.turnitin.com>. Turnitin is an on-line plagiarism prevention tool which compares submitted work with a very large database of existing material. At the discretion of the Head of School, handwritten work may be copy-typed by the School and submitted to Turnitin. A copy of submitted materials will be retained on behalf of the University for detection of future plagiarism, but access to the full text of submissions will not be made available to any other party.

Mandatory Course Requirements

To meet Mandatory Course Requirements, students are required to:

- 1) attend all class sessions;
- 2) submit a draft of each assignment;
- 3) submit the three graded assignments;
- 4) conduct two in-class presentations during the trimester; and
- 5) participate in discussions of course material and in-class presentations by others.

If you cannot complete an assignment or sit a test or examination, refer to www.victoria.ac.nz/home/study/exams-and-assessments/aegrotat

Class Representative

A class representative will be elected in the first class, and that person's name and contact details made available to VUWSA, the course coordinator and the class. The class representative provides a communication channel to liaise with the course coordinator on behalf of students.

Communication of Additional Information

Information on course-related matters will be announced at class and posted on the **Blackboard** website at <http://blackboard.vuw.ac.nz/>. It will be crucial for you to regularly check Blackboard for messages, announcements and materials.

Email Contact

Students wishing to contact staff by email should adhere to the following instructions:

Include the **Course Code**, your **Name**, your **Student ID** and the **Topic** in the subject area of the email, e.g., HRIR 402_Smith_Pauline_3000223344_Ass1 Query

All students must use their VUW SCS email account and ID. Otherwise, email will be classified as 'spam' and will be dumped without being read. All emails with attachments will be dumped, unless requested by staff.

Student feedback

Student feedback on University courses may be found at www.cad.vuw.ac.nz/feedback/feedback_display.php

Link to general information

For general information about course-related matters, go to <http://www.victoria.ac.nz/vbs/studenthelp/general-course-information>

Note to Students

Your assessed work may also be used for quality assurance purposes, such as to assess the level of achievement of learning objectives as required for accreditation and academic audit. The findings may be used to inform changes aimed at improving the quality of VBS programmes. All material used for such processes will be treated as confidential, and the outcome will not affect your grade for the course.

Teaching Period: Monday 2nd March – Friday 5th June 2015

HRIR 402 COURSE SCHEDULE—1ST TRIMESTER 2015

Seminar Date	Topic
02 March 2015	Course Introduction—What is Industrial Relations?
09 March 2015	Ways of Thinking About Industrial Relations
Essay #1 Draft Due Monday, 16 March 2015, at the start of the class session	
16 March 2015	Balancing Efficiency, Equity & Voice
23 March 2015	Labour Market Economics and Regulation
Essay Assignment #1 Due Monday, 30 March 2015, at the start of the class session	
30 March 2015	A Rights-Based Approach to Industrial Relations
6 – 19 April 2015 — Mid-trimester Break	
Essay #2 Draft Due Monday, 20 April 2015, at the start of the class session	
20 April 2015	The Economics of Institutions
No Lecture 27 April — ANZAC Day Observed	
04 May 2015	Industrial Democracy
Essay Assignment #2 Due Monday, 11 May 2015, at the start of the class session	
11 May 2015	Varieties of Capitalism and the Role of Institutions
18 May 2015	Industrial Relations in Global Production Systems
Essay #3 Draft Due Monday, 25 May 2015, at the start of the class session	
25 May 2015	The Critical Political Economy Perspective
No Lecture 01 June — Queen's Birthday	
Essay Assignment #3 Due Friday, 06 June 2015 via email, no later than 5pm	

ANNEX A



School of Management

HRIR 402

Request for re-examination of assessed work

	Assessment affected: <i>e.g. Assignment</i>	
Student ID: _____	Name as it appears in your enrolment _____	Tutorial No: _____ Tutor's Name: _____ Tutorial Day and Time: _____
Contact Details:	Phone: _____ Email: _____	

Specify which section (criteria specified in the mark sheet) you wish to be re-examined

Note: requests to re-examine "all" criteria will not be considered.

Clearly state why you believe each of these sections should be re-examined:

Note: "I think it is worth more," is insufficient.

Signature: _____ Date: _____

For Office Use Only (To be completed by Course Coordinator)

Original Grade		New Grade		Date of Grade Change	
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Reason:

Signed: _____ Print Name: _____ Date: _____