

# South China University of Technology Graduate Academic

## Syllabus

Course Name	Chinese	劳动关系理论				
	English	Theory and Practice of Labor Relations				
Course Code		Language	<input checked="" type="checkbox"/> Chinese <input type="checkbox"/> English <input type="checkbox"/> bilingual <input type="checkbox"/> Other			
School	School of Business Administration		Semester	[3 ] semester ( please fill in Arabic numerals )		
Apply	Business Management					
Credit	2		Credit Total	32		
Hours	instruct	self- study	discussion	special reports	experiment	other
	24	0	4	4	0	0
Instructor	LIMIN		Position	Professor		
Email	bmminli@scut.edu.cn		Cell	01186-13922451423		
Assistant Teacher			Position			
Email			Cell			
Assessment methods	<input type="checkbox"/> written <input checked="" type="checkbox"/> course papers <input type="checkbox"/> experimental design <input type="checkbox"/> Oral					

<p>Course Description ( no less than 300 words )</p>	<p>Labor relations discipline is an emerging discipline and interdisciplinary, there are more current disciplinary education in the "Introduction to Labor Relations" link, and primarily focused on labor relations theory, systems, policies and the actual situation under comprehensive overview. However, for graduate education, we need to distinguish the relationship between theory and system of labor relations, policies, practices and procedures, and more important is to master the theoretical system of the discipline and its future development.</p> <p>Therefore, the purpose of this course is to grasp the basic theory of the discipline from the start, and the implementation of the basic knowledge of Chinese labor relations regulation; to help students correctly understand the theoretical system of the discipline and practice of the basic knowledge.</p> <p>The Course content includes the origin, genre, and new theories of development of labor relations, and its context describes the evolution theory, constructivist approach, architecture and so on. Taking into account the strong labor relations theory attributes and values of social features, and with reference to the general theory of international labor relations, this course also focused on the theoretical and practical basis (including theoretical analysis of the collective bargaining) and need to expand the analysis and discussion to teach and students.</p>
<p>Teaching Objectives and Requirements ( no less than 200 words )</p>	<p>By learning this course, students should master the basic theories and concepts of labor relations and familiar with the main characteristics of labor relations, origins and current labor relations labor relations theory which runs in economic and social transition in basics focusing of conflict and international development environment of labor relations. And students should grasp and understand the labor relationship between the various theoretical institutional construct paradigm, as well as the theoretical basis of labor relations regulation , and its insight into the key academic and corporate labor relations practice problems which explained based on processing such possible results .</p> <p>Specific requirements:</p> <ul style="list-style-type: none"> <li>● Learn about the basic theoretical system of labor relations disciplines, construct paradigms and practical basis ;</li> <li>● Take theoretical thinking on labor relations conflict cases, and focus on theoretical analysis and ideas ;</li> <li>● Participate actively in case studies and statements at class; Master the ways of thinking and learning characteristics of labor relations</li> </ul>

Prerequisite Requirements		Economics , Human Resource Management , Organizational Behavior			
Course Materials or Handouts		Feng Tongqing, "Labor relations theory " ,China Labor and Social Security Publishing House, 2009 Chang Kai, "Labor Relations " , China Labor and Social Security Publishing House, 2005			
References ( Journals , websites )		1 John W. Budd , "Labor relations : striking a balance ." , Machinery Industry Press, 2013 2 John W. Budd book , "humane employment relationship " , Peking University Press, 2007 3 Richard B. Freeman book , " what do unions do ? " Peking University Press, 2011 4 Keith Whitefield , " Industrial Relations Research Methods ," China Labor and Social Security Publishing House, 2005 5 Michael burawoy, " Manufacturing Consent" , The Commercial Press , 2008 6 Cheng Yanyuan, "Employee Relationship Management " , Fudan University Press, 2007			
Calendar	周次	课次	教学方式	Course Content ( Including lectures, experiments , discussions)	Remarks
	1.	1	instruct	Introduction : the study and research of labor relations ; concept of labor relations ; history and theory of labor relations ; labor relations types and modes Class Discussion: Do labor relations need to be valued at China 's economic and social transition ? Why ?	Chapter 1 Feng Chapter Chang1/2/ 3
	2.	2	instruct	The theory of the origin of labor relations: the theory of genres and literature; Marxist confrontation of theory; Webs gradual reform and industrialization; American exceptionalism ; Classical management theory and industrialism theory	Chapter 2 Feng

			Questions : The review of origins of Labor Relations	
3.	3	instruct	The major institutional theory of labor relations: pluralism; conflict theory; monism; inheritance and development of the theory of labor relations	Chapter 3/4/5/6 Feng
4.	4	instruct	History and development of economic globalization and China's labor relations theory : the labor relations aspects of factors; economic globalization and international labor standards; the transition of Chinese labor relations; theory of the history of Chinese labor relations; theoretical study of labor relationship after China's reform and opening up	Chapter 7/8 Feng; Chapter Chang 4/5/6
5.	5	discussion	Case Study and discussion: labor relations theoretical analysis of the Foxconn events and the Honda strike	
6.	6	instruct	The analysis of tripartite consultation theory and collective bargaining: employees and unions ; employers and employers; government; tripartite consultation mechanisms; collective contracts and collective wage negotiations ;	Chapter Chang 7/8/9/10/13
7.	7	instruct	Legal norms and government regulation of labor relations; Corporate regulations or regulatory basis; the demand of workers' participation in management systems; disputes and processing; labor conflicts and social security ; collective disputes and collective action.	Chapter Chang 12/16-20
8.	8	discussion	Case Study and discussion: typical cases of group discussion and analysis	

Instructor signature:

Supervisor Leadership Institute  
Signature:  
( College seal )

Date

Date