



**B792**

***Field Surveys: Human Resources Management and Industrial Relations***  
**Fall 2018 Course Outline**  
**Industrial Relations Component**

**Human Resources & Management Area**  
**DeGroote School of Business**  
**McMaster University**

**Instructor: Brendan Sweeney (bsween@mcmaster.ca)**

**Seminars: Wednesday, 1:00 p.m. – 4:00 p.m.**  
**Location: DSB-227**  
**May 15 – June 19, 2019**

<b>COURSE DESCRIPTION</b>
---------------------------

This course focuses on contemporary theories and concepts necessary to develop advanced research skills in industrial relations. While many of these theories and concepts are distinct from human resource management, we will endeavour to draw connections between the two fields throughout the seminar. The seminar takes an internationally comparative approach and draws upon empirical analysis of industrial relations systems in several nations as a means to build on theories and concepts.

The course will be conducted in a seminar format. There will be six three-hour meetings. Each seminar focuses on a particular theme or themes. Students are expected to come to class prepared to discuss that week's course readings and themes. Students will be required to find, review, and prepare a short (5 minute) presentation about a journal article or book chapter that focuses on a foundational industrial relations theory or concept in the second seminar. Students will also be responsible for leading the discussion about industrial relations systems in two of the six nations in the third, fourth, and fifth seminars.

Finally, students will prepare a term paper that examines future directions of industrial relations research and theory. This paper may draw upon course readings but should engage with literature from beyond the course material. You are welcome to draw upon literature that you feel may be relevant to your comprehensive exams, dissertation, or broader research interests, so long as the paper engages with industrial relations theories and concepts. You should be prepared to discuss your paper in the sixth seminar. The final paper should be no more than fifteen pages (12 point Times New Roman, double-spaced, default margins) and is due on the Friday following the sixth seminar.

Students enrolled in this course need not have an extensive background in industrial relations. The course, however, endeavours to provide a foundation upon which to develop a graduate-level understanding of the field. It will also provide some background information on industrial relations systems in Canada. If you plan on pursuing a career as a researcher, educator, or practitioner in Canada, you may want to read some or all of the following textbooks, which provide useful overviews of the Canadian industrial relations system. All are aimed at upper-year undergraduate or master's students.

- Hebdon, R. and T. Brown (2017) *Industrial Relations in Canada, 3<sup>rd</sup> Edition*. Toronto: Nelson Education.
- Gunderson, M. and D. Taras (2009) *Canadian Labour and Employment Relations, 6<sup>th</sup> Edition*. Toronto: Pearson Education Canada.
- McQuarrie, Fiona (2015) *Industrial Relations in Canada, 4<sup>th</sup> Edition*. New York: Wiley.

#### INSTRUCTOR AND CONTACT INFORMATION

Brendan Sweeney  
Email: bsween@mcmaster.ca  
Office: KTH 718  
Office Hours: By appointment  
Tel: (905) 525-9140 x 20993

#### LEARNING OUTCOMES

A internationally comparative analysis of contemporary industrial relations literature will provide foundational knowledge of research issues, theories, concepts, and approaches in the field.

#### REQUIRED COURSE MATERIALS AND READINGS:

Bamber, B., R. Lansbury, N. Wailes, and C. Wright (2015) *International and Comparative Employment Relations: National Regulation, Global Changes, 6<sup>th</sup> Edition*. London and New York: Sage.

The most recent version of this edited collection is available in Innis. Given that we will use nine chapters from this collection throughout the course, you may, as a group, choose to borrow it from the library and scan or photocopy individual chapters. You are, of course, also welcome to purchase the book. I believe a paperback copy is about \$75.

There are also a number of required and supplemental readings listed below.

#### EVALUATION

There are four graded components to the course. Your grades will be derived as follows:

Seminar Participation	30%
Theory Presentation	10%
Leading Discussions (x 2)	20%
Term Paper	40%
<i>Total</i>	100%

### ***Conversion***

At the end of the course your overall percentage grade will be converted to your letter grade in accordance with the following conversion scheme.

LETTER GRADE	PERCENT
A+	90 - 100
A	85 - 89
A-	80 - 84
B+	75 - 79
B	70 - 74
B-	65 - 69
F	00 - 64

### **ACADEMIC DISHONESTY**

It is the student's responsibility to understand what constitutes academic dishonesty. Please refer to the University Senate Academic Integrity Policy at the following URL:

<http://www.mcmaster.ca/policy/Students-AcademicStudies/AcademicIntegrity.pdf>

This policy describes the responsibilities, procedures, and guidelines for students and faculty should a case of academic dishonesty arise. Academic dishonesty is defined as to knowingly act or fail to act in a way that result or could result in unearned academic credit or advantage. Please refer to the policy for a list of examples. The policy also provides faculty with procedures to follow in cases of academic dishonesty as well as general guidelines for penalties. For further information related to the policy, please refer to the Office of Academic Integrity at:

<http://www.mcmaster.ca/academicintegrity>

### **STUDENTS WITH DISABILITIES**

Student Accessibility Services (SAS) offers various support services for students with disabilities. Students are required to inform SAS of accommodation needs for course work at the outset of term. Students must forward a copy of such SAS accommodation to the instructor normally, within the first three (3) weeks of classes by setting up an appointment with the instructor. If a student with a disability chooses NOT to take advantage of an SAS accommodation and chooses to sit for a regular exam, a petition for relief may not be filed after the examination is complete. The SAS website is:

<http://sas.mcmaster.ca>

**POTENTIAL MODIFICATIONS TO THE COURSE**

The instructor and university reserve the right to modify elements of the course during the term. The university may change the dates and deadlines for any or all courses in extreme circumstances. If either type of modification becomes necessary, reasonable notice and communication with the students will be given with explanation and the opportunity to comment on changes. It is the responsibility of the student to check their McMaster email and course websites weekly during the term and to note any changes.

**MISSED WORK**

Late assignments will not be accepted. No extensions are available except under extraordinary circumstances. Please discuss any extenuating situation with your instructor at the earliest possible opportunity.

**READING LIST**

Date	Topic and Readings
May 15th	<p>Contemporary Industrial Relations Research: Theories and Approaches</p> <ul style="list-style-type: none"> <li>• Wailes, N., C. Wright, R. Lansbury, and G. Bamber (2016) Introduction: the end of diversity? In <i>International and Comparative Employment Relations</i>.</li> <li>• Katz, H. and O. Darbishire (1999) Introduction: the links between increased inequality and union decline in <i>Converging Divergences: Worldwide Changes in Employment Relations Systems</i>. Ithaca: Cornell University Press. Pages 1-16.</li> <li>• Freeman, R. and J. Medoff (1984) Chapter 1 in <i>What do Unions Do?</i> New York: Basic Books.</li> <li>• Kochan, T., R. McKersie, and P. Cappelli (1984) Strategic Choice and industrial relations theory. <i>Industrial Relations: A Journal of Economy and Society</i>. 23(1): 16-39.</li> <li>• Bechter, B., B. Brandl, and G. Meardi (2012) Sectors or countries? Typologies and levels of analysis in comparative employment relations. <i>European Journal of Industrial Relations</i> 18(3): 185-202.</li> </ul>
May 22nd	<p>Public Sector Industrial Relations and Industrial Relations in Canada</p> <ul style="list-style-type: none"> <li>• Rose, J. (2004) Public sector collective bargaining: from retrenchment to consolidation. <i>Relations industrielles/Industrial Relations</i>, 59(2): 271-294.</li> <li>• Rose, J. (2016) Constraints on public sector bargaining in Canada. <i>Journal of Industrial Relations</i>, 58(1): 93-110.</li> <li>• Campioletti, M., R. Hebdon, and B. Dachis (2016) Collective bargaining in the Canadian public sector, 1978-2008: the consequences of restraint and structural change. <i>British Journal of Industrial Relations</i>, 54(1): 192-213.</li> <li>• Taras, D. and S. Walsworth (2015) Employment Relations in Canada. In <i>International and Comparative Employment Relations</i>.</li> </ul>

<p>May 29th</p>	<p>Industrial Relations in the United States and the United Kingdom</p> <ul style="list-style-type: none"> <li>• Katz, H. and A. Colvin (2015) Employment Relations in the United States. In <i>International and Comparative Employment Relations</i>.</li> <li>• Frost, A. (2013) Collective bargaining under duress: case studies of major US industries. In H. Stanger, P. Clark, and A. Frost (eds.) <i>Collective Bargaining Under Duress: Case Studies of Major North American Industries</i>. Ithaca: Cornell University Press. Pages 1-17.</li> <li>• Waddington, J. (2015) Employment Relations in the United Kingdom. In <i>International and Comparative Employment Relations</i>.</li> <li>• Heery, E. (2016) British industrial relations pluralism in the era of neoliberalism. <i>Journal of Industrial Relations</i>, 58(1): 3-24.</li> </ul>
<p>June 5th</p>	<p>Industrial Relations in Germany and Japan</p> <ul style="list-style-type: none"> <li>• Keller, B. and A. Kirsch (2015) Employment Relations in Germany. In <i>International and Comparative Employment Relations</i>.</li> <li>• Addison, J., P. Teixeira, K. Evers, and L. Bellman (2017) Collective bargaining and innovation in Germany: a case of cooperative industrial relations? <i>Industrial Relations</i> 56(1): 73-121.</li> <li>• Suzuki, H., K. Kubo and K. Ogura (2015) Employment Relations in Japan. In <i>International and Comparative Employment Relations</i>.</li> <li>• Watanabe, H. (2015) The struggle for revitalization by Japanese labour unions: worker organising after labour-market deregulation. <i>Journal of Contemporary Asia</i>, 45(3): 510-530.</li> </ul>
<p>June 12th</p>	<p>Industrial Relations in China and India</p> <ul style="list-style-type: none"> <li>• Cooke, F. (2015) Employment Relations in China. In <i>International and Comparative Employment Relations</i>.</li> <li>• Gamble J. and Q. Huang (2009) One store, two employment systems: core, periphery, and flexibility in China's retail sector. <i>British Journal of Industrial Relations</i>, 47(1): 1-26.</li> <li>• Lee, C-H., W. Brown, and X. Wen (2014) What sort of collective bargaining is emerging in China? <i>British Journal of Industrial Relations</i>, 54(1): 214-236.</li> <li>• Verma, A. and S. Sundar (2015) Employment Relations in India. In <i>International and Comparative Employment Relations</i>.</li> <li>• Sundar, S. (2010) Emerging trends in employment relations in India. <i>Indian Journal of Industrial Relations</i>, 45(4): 585-595.</li> </ul>
<p>June 19th</p>	<p>The Future of Industrial Relations Theory and Research</p> <ul style="list-style-type: none"> <li>• Boxall, P., P. Haynes, and R. Freeman (2007) Conclusion: what workers say in the Anglo-American world. In R. Freeman, P. Boxall, and P. Haynes (eds.) <i>What</i></li> </ul>

<p><i>Workers Say: Employee Voice in the Anglo-American Workplace</i>. Ithaca: Cornell University Press. Pages 206-220.</p> <ul style="list-style-type: none"><li>• Campolieti, M. (2018) Matching and inverse propensity weighting estimates of the union wage premium: evidence from Canada, 1997-2014. <i>Industrial Relations: A Journal of Economy and Society</i>, 57(1): 101-130.</li><li>• Hyman, R. (2015) Three scenarios for industrial relations in Europe. <i>International Labour Review</i>, 154(1): 5-14.</li><li>• Wright, C., N. Wailes, R. Lansbury, and G. Bamber (2015) Conclusion: beyond varieties of capitalism? In <i>International and Comparative Employment Relations</i>.</li></ul>
--

### Additional Readings

- Blyton, P., E. Heery, N. Bacon, and J. Fiorito (2008) *The SAGE Handbook of Industrial Relations*. London and New York: Sage.
- Braverman, H. (1978) *Labor and Monopoly Capital: The Degradation of Work in the Twentieth Century*. New York: Monthly Review Press.
- Commons, J. (1908) *History of Labour in the United States*. Frederick: Beard Books.
- Cutcher-Gershenfeld, J., R. McKersie, and R. Walton (2000) *Strategic Negotiations*. Ithaca: Cornell University Press.
- Dunlop, J. (1993) *Industrial Relations Systems*. Boston: Harvard Business School Press.
- Hall, P. and D. Soskice (2001) *Varieties of Capitalism: the Institutional Foundations of Comparative Advantage*. Oxford: Oxford University Press.
- Hyman (1975) *Industrial Relations*. New York: Palgrave MacMillan.
- Kaufman, B. (2010) The theoretical foundations of industrial relations and its implications for labor economics and human resource management. *Industrial and Labor Relations Review* 64(1): 74-108
- Kelly, J. (1998) *Rethinking Industrial Relations: Mobilization, Collectivization, and Long Waves*. London: Routledge.
- Kerr, C., J. Dunlop, F. Harbison, and C. Myers (1960) *Industrialism and Industrial Man*. Cambridge: Harvard University Press.
- Kochan, T., H. Katz, and R. McKersie (1984) *The Transformation of American Industrial Relations*. Ithaca: ILR Press.
- Piore, M. and C. Sabel (1984) *The Second Industrial Divide*. New York: Basic Books.
- Visser, J. (2016) What happened to collective bargaining during the Great Recession? *Journal of Labor Policy*, 5(9): 1-35.
- Webb. S. and B. Webb (1902) *Industrial Democracy*. London: Longmans.

### Industrial Relations Journals

#### Industrial and Labor Relations Review

- A US-based journal published out of Cornell. Has shifted from a general industrial relations journal to a more quantitative-based journal over the past decade.

British Journal of Industrial Relations

- The top industrial relations journal according to some rankings (and in my opinion). Inter-disciplinary and diverse in approaches and empirics.

European Journal of Industrial Relations

- Good journal with a European focus.

Industrial Relations: A Journal of Economy and Society

- The ‘other’ US-based journal published out of UC Berkeley. Less quantitative and more inter-disciplinary than ILR Review.

Advances in Industrial Relations

- Somewhere between a journal and an annually-published edited collection. Articles focus on theory-building.

Journal of Industrial Relations

- An Australian journal. Good quality and of particular interest to Australian researchers.

Relations industrielles/Industrial Relations

- Canada’s industrial relations journal. It has shifted from Canadian-focused research to an international journal. In so doing it has kind of lost its way (again, solely my opinion).