UCL Université catholique de Louvain

LTRAV2730

2015-2016

Comparative wage and HRM systems

5.0 credits	30.0 h	2q

Teacher(s) :	Perin Emmanuelle ; Van Gyes Guy ; Léonard Evelyne ; Van Gyes Guy (compensates Léonard Evelyne) ;
Language :	Anglais
Place of the course	Louvain-la-Neuve
Main themes :	.Salary components. - Shifts in the socio-economic context in the countries concerned, and its influence on salary determination. - Comparative analysis of the key mechanisms and negotiating processes that occur in the determination of pay policies. - Identification and explanation of the divergences and convergences between the European countries concerned in respect of salaries. - Constraints and opportunities in the field of human resource management vis-à-vis pay policy (e.g. recruit-ment, proactive management, the flexibility and multiplicity of employment contracts, and the individualisation of salaries).
Aims :	To identify and understand the various elements that impact on the composition of salaries. - To conduct a comparative analysis of current pay policies in the European countries concerned (i.e. Belgium, France, Italy and the United Kingdom). - To note how much room for manoeuvre there is for human resource management policies in this field, and the constraints that they have to cope with (legislative aspects) and acknowledge (aspects relating to industrial bar-gaining) *The contribution of this Teaching Unit to the development and command of the skills and learning outcomes of the programme(s) can be accessed at the end of this sheet, in the section entitled "Programmes/courses offering this Teaching Unit".*
Content :	Method The first part of the course is organized in the form of presentations and testimonies from practitioners. The second part of the course work is based on readings, to prepare and present group of students in the form of summaries, reviews and debate. It requires active participation of students.
Other infos :	This course forms part of a study programme that takes place in the evenings and on Saturday mornings.
Faculty or entity in charge:	TRAV

Programmes / formations proposant cette unité d'enseignement (UE)

Intitulé du programme	Sigle	Credits	Prerequis	Acquis d'apprentissage
Master [120] in Multilingual Communication	MULT2M	5	-	
Master [120] in Human Resources Management	GRH2M	5	-	
Master [120] in Labour sciences (shift schedule)	TRAV2M	5	-	
Master [60] in Labour Sciences (shift schedule)	TRAV2M1	5	-	