



# Faculté des sciences économiques, sociales et politiques

## ESPO

### TRAV2314 Comparative systems of salaries and human resource management

[30h] 4 credits

This course is taught in the 1st semester

**Teacher(s):** Marc Fourny, Evelyne Léonard  
**Language:** french  
**Level:** 2nd cycle course

#### 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 comply with (legislative aspects) and acknowledge (aspects relating to industrial bargaining).

#### 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. recruitment, proactive management, the flexibility and multiplicity of employment contracts, and the individualisation of salaries).

#### Content and teaching methods

See 'Course specifications'.

#### Other credits in programs

<b>ECGE3DS/RH</b>	Diplôme d'études spécialisées en économie et gestion (Master in business administration) (ressources humaines, organisations & relations industrielles)	(4 credits)	
<b>MULT21MS</b>	Première année de master en communication multilingue, à finalité spécialisée en langues des affaires	(3.5 credits)	
<b>MULT22MS</b>	Deuxième année de master en communication multilingue, à finalité spécialisée en langues des affaires	(4 credits)	
<b>MULT2MS</b>	Master en communication multilingue, à finalité spécialisée en langues des affaires	(3.5 credits)	
<b>TRAV2M1/EU</b>	Master en sciences du travail (option européenne)	(4 credits)	Mandatory