

Faculty of Economic, Social and Political Sciences



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: Second cycle

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 information (prerequisite, evaluation (assessment methods), course materials recommended readings, ...)

This course will consist of classes held in the evenings and/or on Saturdays.

Programmes in which this activity is taught

ECGE3DS/RH	Diplôme d'études spécialisées en économie et gestion (Master in business administration) (ressources humaines, organisations & relations industrielles)
MULT2MS	Master en communication multilingue, à finalité spécialisée en langues des affaires
TRAV2M1	Master en sciences du travail

Other credits in programs

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