

## 课程名称: Employee Relations

一、课程编码: 2100011

课内学时: 32 学分: 2

二、适用学科专业: 工商管理硕士

三、先修课程: Human Resources Management

四、教学目标

Employee Relations is one of the courses for the MBA students. Employee relations programs are typically part of a human resource strategy designed to ensure the most effective use of people to accomplish the organization's mission. Human resource strategies are deliberate plans companies use to help them gain and maintain a competitive edge in the marketplace. Employee relations programs focus on issues affecting employees, such as pay and benefits, supporting work-life balance, and safe working conditions. The objective of this module is to enable students to understand and focus on how the companies make efforts to manage relationships between employers and employees.

The teaching method is the integration of the lecture, case discussion and student autonomous learning. At the same time, individual- and team- presentation are also adopted to improve the module quality.

五、教学方式

Lecture, Essay question discussion, Case analysis

六、主要内容及学时分配

教学内容

1. Introduction to Employee Relations	6 学时
2. Individual Differences	4 学时
3. Work Motivation	4 学时
4. Teamwork	4 学时
5. Leadership	4 学时
6. Work Design	4 学时
7. Safety and Health	4 学时
8. Summary and Presentation	2 学时

教师在教学过程中可根据教学情况在教学内容与学时分配方面作适当的调整。

七、考核与成绩评定

- In-class individual exercise 15% of final mark
- Group Presentation 25% of final mark
- Final Exam 60% of final mark

八、参考书及学生必读参考资料

1. 教材/Text books:

- Employee Relations (HR Fundamentals) by Elizabeth Aylott, Kogan Page, 2014.

2. 推荐阅读/Readings:

- Philip Lewis. Employee Relations: Understanding The Employment Relationship, 2003, ISBN-13: 978-0273646259
- Gary Dessler. Human Resources Management, 12th ed., 2012, ISBN-13: 978-0136089957

九、大纲撰写人：杨添安