I. IDENTIFYING INFORMATION

Course: MSA 618  
Course Title: International and Comparative Employment Relations  
EPN: 22340774  
Term: Fall I  
Location: Room 226 Rowe Hall  
Course Dates: August 31 thru October 19, 2017  
Course Days and Times: Thursdays (5:30 to 10:20 pm)  
Prerequisites: None

Please note: We will be meeting F2F on Thursdays, throughout the course.

Blackboard:  
Blackboard is a web-based learning management system licensed by CMU. Within Blackboard, a course website, also known as a shell, is automatically created for every CMU course. Face-to-face courses may or may not incorporate Blackboard, whereas Blackboard course shells are always used for online courses and will be available to you prior to the course start date. Seeing the course shell listed in Blackboard with unavailable adjacent to its title is an indication that your instructor has not made it available and is in no way indicative of registration status. To access Blackboard, open a web browser and enter https://blackboard.cmich.edu/webapps/login/. After the site loads, enter your CMU Global ID and password in the respective spaces provided. Click the "login" button to enter Blackboard and then the link to the appropriate course to enter the course's Blackboard shell. If you need assistance, contact the IT Helpdesk at 989-774-3662 / 800-950-1144 x. 3662. Self-guided student tutorial resources are also available at https://blackboard.cmich.edu/webapps/login/.

Instructor: Dr. James S. Neubecker, CPA  
Primary Phone number: 517 669 5569  
Secondary Phone number: 517 242 0157  
E-Mail Address: Neube1js@cmich.edu

Office hours or availability: Dr. Neubecker will be available via phone 1:00 p.m. thru 7:00 p.m., Monday through Thursday and anytime by email.

Academic Biography:  

Dr. James S. Neubecker received his undergraduate degree in accounting from Michigan State University. He received two graduate degrees from Central Michigan University; one in Educational Administration, the other in Business Administration, with a major emphasis in Accounting. He received his doctorate in public administration from Western Michigan University. He has also taken courses in Data Processing. He has served on a number of professional committees with the American Institute of Certified Public Accountants, Michigan
Institute of CPAs, and Central Michigan University and Ferris State University. In addition to the formal degree programs, Dr. Neubecker is a Certified Public Accountant and a Certified Internal Auditor.

Dr. Neubecker was employed as the Deputy Auditor General for the Michigan Auditor General. Prior to that he was an Audit Division Administrator with the Office of the Auditor General, Lansing, Michigan. Currently, Dr. Neubecker is an Assistant Professor, MSA program, for Central Michigan University.

He has worked as an adjunct instructor for Aquinas College, Grand Rapids, Michigan; Central Michigan University, and Western Michigan University, Kalamazoo, Michigan. He frequently is a guest speaker at accounting seminars sponsored by the professional associations, and is active in business consulting and training for various entities.

II. TEXTBOOKS AND INSTRUCTIONAL MATERIALS


III. Course Description:

Compares market, economic, labor, and legal considerations throughout the world. Includes distribution and development models, issues and policies that influence the global work environment. This course may be offered in an online format.

Prerequisites: None

IV. Other Requirements and/or Materials for the Course:

All students (online and face-to-face) must have ready access to an up-to-date computer with high speed Internet connectivity. Students must be able to install or arrange for the installation of specific browser plugins (such as Flash Player) and/or client side software (such as a PDF reader). Students should test computers intended for use in online coursework for basic compatibility with Central Michigan University systems and tools at global.cmich.edu/system-check.

V: Student Learning Course Objectives:

Upon successful completion of this course, the student will be able to:

1. Summarize the economic, historical, legal, social and political context of employment relations of select countries.
2. Explain the interrelatedness of employment systems, labor movements, cultural and social constraints that impact international employment.
3. Compare the roles of employers, unions and governments in employment relations.
4. Identify and explain principle needs and objectives addressed by national and international systems of labor and employment law.
5. Analyze, compare and contrast employment relations, labor movements, and social justice issues of select nations.
6. Evaluate and explain the variations in labor law, employment law, collective bargaining agreements, and labor relations internationally.
7. Compare how various laws and/or systems protect workers’ rights and regulate the relationship between labor and capital.
8. Evaluate cultural and social constraints that impact international employment.

VI. METHODOLOGY

The F2F time will consist of lectures, oral presentations, two case studies and a Comparative Analysis Paper descriptive of the various countries studied during the course. There will be a midterm examination and a final examination. The two case study papers will be 3-4 pages each and the Comparative Analysis Paper will be 6 to 8 pages. The comparative analysis paper must be APA compliant.

VII. COURSE OUTLINE/ASSIGNMENTS

Please note: The syllabus, while complete, may be modified at the discretion of the instructor.

Course Outline
For F2F classes, students will meet Thursday evenings on campus. See above for room and building.

<table>
<thead>
<tr>
<th>Unit #</th>
<th>Topics</th>
<th>Readings</th>
<th>Assignments Due</th>
</tr>
</thead>
</table>
| 0      | • Getting Started | | - Student Information Page  
|        |        | | - This will be completed during class one |
| Unit 1 August 31 | • Overview Understanding the character of modern capitalist democracies  
| | • Comparing employment relations  
| | • What, Why, How | Chapter 1 Introduction  
| | | Chapters 2 (United Kingdom) | - Lecture and homework discussion |
| Unit 2 September 7 | • National employment relations systems  
| | • Industrial relations systems  
| | • The role of institutions in industrial relations  
| | • Wage-formation  
| | • Regulations & practices  
| | • Novel forms of human resource management  
| | • United States: | Chapters 3 (United States)  
<p>| | | Chapter 4 (Canada) | - Lecture and Homework Discussion |</p>
<table>
<thead>
<tr>
<th>Unit 3</th>
<th>September 14</th>
</tr>
</thead>
</table>
| - Exceptionalism and union decline  
- Union/non-unionized workplaces  
- The demise of the New Deal system  
- The U.S. labor market | Chapters 5 (Australia)  
Chapter 6 (Italy) | - Lecture and Homework Discussion  
- Case Study 1  
Begin oral presentations (2 student please) |

<table>
<thead>
<tr>
<th>Unit 4</th>
<th>September 21</th>
</tr>
</thead>
</table>
| - Employment relations and competitiveness  
- Institutional competitiveness and global economy  
- Varieties of capitalism  
- Regulation and governance  
- Employee relationship and social protection  
- Social partnership and revitalization  
- Employment crisis of welfare state | Chapter 7 (France) | - Lecture and Homework Discussion  
- Oral Presentations |

<table>
<thead>
<tr>
<th>Unit 5</th>
<th>September 28</th>
</tr>
</thead>
</table>
| - Employment relations and competitiveness  
- Institutional competitiveness and global economy  
- Varieties of capitalism  
- Regulation and governance  
- Employee relationship and social protection  
- Social partnership and revitalization  
- Employment crisis of welfare state  
- Germany:  
  o Dual representation and revitalization  
  o Organized capitalism | Chapters 8 (Germany)  
Chapter 9 (Denmark) | - Lecture and Homework Discussion  
- Oral Presentations  
- Case Study 2 |
German labor market
Employment relations in Germany

Unit 6
October 5
- Employment relations and training
- Collective skill formation
- Collectivism and segmentalism
- Human capital investment
Chapters 10 (Japan)
Chapter 11 (South Korea)
- Lecture and Homework Discussion
- Oral Presentations

Unit 7
October 12
- Employment relations and labor market inclusion
- Low-wage work
- Employment relations and governing capitalism
- Corporatism
- Job competitiveness
Chapters 12 (China)
Chapter 13 (India)
- Lecture and Homework Discussion
- Oral Presentation
- Comparative Analysis Paper

Unit 8
October 19
- Institutional change in employment relations systems
- The future of global labor
- The future of employment relations
- European institutions and change
Chapter 14: Conclusions
- Lecture and Homework Discussion
- Final Exam

VIII. Course Evaluation:
Course assignments and points are listed as follows:

<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
<th>Points</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Classroom Participation</td>
<td>50 points available for the first half and 50 points available for the last half</td>
<td>100 points</td>
<td>10%</td>
</tr>
<tr>
<td>Oral Presentation</td>
<td>Each student gives one oral presentation</td>
<td>100 points</td>
<td>10%</td>
</tr>
<tr>
<td>Case Study Assignments</td>
<td>(2 at 100 points each)</td>
<td>200 points</td>
<td>20%</td>
</tr>
<tr>
<td>Comparative Analysis Paper</td>
<td></td>
<td>250 points</td>
<td>25%</td>
</tr>
<tr>
<td>Midterm Exam and Final Exam</td>
<td>(In-Class Examinations) 175 points each exam.</td>
<td>350 points</td>
<td>35%</td>
</tr>
<tr>
<td>Total:</td>
<td></td>
<td>1000 points</td>
<td>100%</td>
</tr>
</tbody>
</table>

Check your grades and feedback under "My Grades" on the left menu at least once a week.

A student's participation grade will be based on the instructor’s assessment of the quality of each student's constructive contributions to the learning experiences of all course participants. Participation will be evaluated on the basis of (1) the regularity of each student’s participation, (2) whether the student takes the leading role in certain discussions, (3) asks reading-informed questions about course subject matter, and (4) in a group, whether the student plays the roles of both leader and follower. The instructor will evaluate each student using a rubric based on the above criteria.
Suggested Grading Scale: A grading scale must be included on the syllabus. CMU’s College of Graduate Studies allows grades from "A" through "C" and "E". The MSA program recommends the following grading scale:

<table>
<thead>
<tr>
<th>Graduate</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>94-100</td>
<td>A</td>
</tr>
<tr>
<td>90-93</td>
<td>A-</td>
</tr>
<tr>
<td>87-89</td>
<td>B+</td>
</tr>
<tr>
<td>84-86</td>
<td>B</td>
</tr>
<tr>
<td>80-83</td>
<td>B-</td>
</tr>
<tr>
<td>77-79</td>
<td>C+</td>
</tr>
<tr>
<td>74-76</td>
<td>C</td>
</tr>
<tr>
<td>&lt;74</td>
<td>E</td>
</tr>
</tbody>
</table>

Assignment Due Dates:
See the course outline and the detailed instructions in the course site.

Post-Class Assignment:
There will not be a post-assignment for this class.

Student Involvement Hours:
- Reading - 40 hours
- Case Assignments. 10 hours
- Comparative Analysis Paper. -30 - hours

Late Assignments:
Late assignments will be penalized 20% per day. After 3 days, they will be worth no points.

Make-ups and Rewrites:
There will be no rewrites for this class. Make-ups have to be for extraordinary reasons and will be at the discretion of the professor.

IX. EXPECTATIONS

Attendance and Participation:
- Attendance is strongly encouraged for this course
- Class Participation is expected

Academic Integrity:
Because academic integrity is a cornerstone of the University's commitment to the principles of free inquiry, students are responsible for learning and upholding professional standards of research, writing, assessment, and ethics in their areas of study. Written or other work which students submit must be the product of their own efforts and must be consistent with appropriate standards of professional ethics. Academic dishonesty, which includes cheating, plagiarism and other forms of dishonest or unethical behavior, is prohibited. A breakdown of
behaviors that constitute academic dishonesty is presented in the CMU Bulletin (https://bulletins.cmich.edu/).

**Student Rights and Responsibilities:**
Each member of the Central Michigan University community assumes an obligation regarding self-conduct to act in a manner consistent with a respect for the rights of others and with the University's function as an educational institution. As guides for individual and group actions within this community, the University affirms the general principles of conduct described in the Code of Student Rights, Responsibilities and Disciplinary Procedures at https://www.cmich.edu/ess/studentaffairs/Pages/Code-of-Student-Rights.aspx.

**X. SUPPORT SERVICES AND OTHER REQUIREMENTS**

**Library Services:** Check out the Park Library web site at http://www.lib.cmich.edu/ for library hours and resources. The reference desk can be e-mailed at libref@cmich.edu.

**Academic Dishonesty:** Written or other work which students submit must be the product of their own efforts. Plagiarism, cheating, and other forms of academic dishonesty, including dishonesty involving computer technology, are prohibited. Further information on Academic Dishonesty can be found in the current Graduate Bulletin.

**ADA:** CMU provides individuals with disabilities reasonable accommodations to participate in educational programs, activities, and services. Students with disabilities requiring accommodations to participate in class activities or meet course requirements should contact the Student Disability Services office in Park Library 120, telephone (989) 774-3018 and TDD (989) 774-2568.

**Writing Center**
The CMU Writing Center is a free service for all CMU students, providing help with grammar, citations, bibliographies, drafts, and editing of academic papers. Suggestions and feedback are typically provided within two business days. For additional information, visit https://www.cmich.edu/colleges/chsbs/Centers/WritingCenter/Pages/default.aspx

**XI. BIBLIOGRAPHY** (Please see supplemental resources provided along with the syllabus in the syllabus section of Blackboard.)