IDENTIFYING INFORMATION

Course: MSA 618 International and Comparative Employment Relations
Term: Spring II, 2020
CRN: 22387953
Location: Rowe 229
Course Dates and Times: Wednesdays 5:30-10:20 p.m.; 3/18/20 – 5/6/20

Instructor: Dr. Michael Dillon
E-Mail Address: dillo1md@cmich.edu
Phone Number: Cell: 989-941-6330
Office Hours: I would be happy to set a time to meet with you. Please call or email for arrangements.

Academic Biography: Dr. Michael Dillon has been a fixed term faculty member, and now a Lecturer II, at Central Michigan University since January of 2016 for the Master of Science of Administration program, and has taught MSA 502, 503, 506, 510, 600, 601, 602, 603, 604, 618, 647, 677, 698, and 699. Prior to his current role, he has served as an adjunct faculty member at various universities. He has a work history in higher education and finance, has taken leadership roles in multiple non-profits, and has numerous academic publications and conference presentations. Research interests include collaborative action and power dynamics, adult learning theory, organizational learning, critical human resource and organizational development theory, leadership theory, action research methodology, hybrid and online learning, and qualitative research. Dr. Dillon holds an Ed.D. in Adult Education and Human Resource and Organizational Development from the University of Georgia, a Master of Arts in Organizational Leadership from Gonzaga University, a Dual Bachelors of Arts in Economics and Philosophy from the University of Pittsburgh, and recently completed a Project Management certificate at Central Michigan University. Dr. Dillon is originally from Pittsburgh, PA and currently resides in Midland, MI with his two teenage children and a Terrier named Foxy

Prerequisites: None

II. TEXTBOOKS AND INSTRUCTIONAL MATERIALS

Required Texts:


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.
IV. COURSE GOALS AND 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.

V. METHODOLOGY

In this face-to-face course, it is vital that students (and the instructor) fully participate and engage. This means “bringing” your work/life/academic experiences to the classroom. Rich classroom dialogue is foundational to your success in the course. In order to have rich dialogue, read the material, contemplate the concepts and how they relate to your experiences and career goals, and fully engage. We will engage in classroom discussions, paper assignments, individual presentations, and regular reading of course book.

VI. COURSE OUTLINE/ASSIGNMENTS

<table>
<thead>
<tr>
<th>Week</th>
<th>Dates</th>
<th>Readings</th>
<th>Assignments*</th>
<th>Weekly Country profile presentation(s)</th>
<th>Class Meeting</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>3/18 – 3/22</td>
<td>Ch 1-2</td>
<td></td>
<td></td>
<td>3/18</td>
</tr>
<tr>
<td>2</td>
<td>3/23 – 3/29</td>
<td>Ch 3-4</td>
<td></td>
<td>(student names to be added)</td>
<td>3/25</td>
</tr>
<tr>
<td>3</td>
<td>3/30 – 4/5</td>
<td>Ch 5-6</td>
<td>Employee Relations Country Profile Paper I</td>
<td>(student names to be added)</td>
<td>4/1</td>
</tr>
<tr>
<td>4</td>
<td>4/6 – 4/12</td>
<td>Ch 7-8</td>
<td></td>
<td>(student names to be added)</td>
<td>4/8</td>
</tr>
<tr>
<td>5</td>
<td>4/13 – 4/19</td>
<td>Ch 9-10</td>
<td>Employee Relations Country Profile Paper II</td>
<td>(student names to be added)</td>
<td>4/15</td>
</tr>
<tr>
<td>6</td>
<td>4/20 – 4/26</td>
<td>Ch 11-12</td>
<td></td>
<td>(student names to be added)</td>
<td>4/22</td>
</tr>
</tbody>
</table>
VII CRITERIA FOR EVALUATION

Evaluation:

<table>
<thead>
<tr>
<th>Assignment</th>
<th>Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Weekly Country Profile Presentation</td>
<td>100</td>
</tr>
<tr>
<td>Employee Relations Country Profile Paper I</td>
<td>150</td>
</tr>
<tr>
<td>Employee Relations Country Profile Paper II</td>
<td>150</td>
</tr>
<tr>
<td>Human Resource related Term Paper</td>
<td>300</td>
</tr>
<tr>
<td>Class Engagement</td>
<td>100</td>
</tr>
<tr>
<td>Final Presentation</td>
<td>200</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1000</strong></td>
</tr>
</tbody>
</table>

Assignment Details:

Weekly Country profile presentation

Students will be assigned an evening to present for 10-15 minutes regarding a current event. The current event should be pertaining to a country or countries we have reviewed in the book to date. Discuss how the current event you discovered pertains to the topics in the book.

Employee Relations Country Profile Paper I

In this paper, you will write about one of the countries in Chs. 2-6. Start by summarizing the key points, then talk about how you would apply what you learned about that country from the perspective of either an a) Human Resource Manager or b) Leader in an organization based in that country. Whether you select option a or b, provide depth of analysis through what you discover in the scholarly literature and textbook regarding specific concepts in Human Resource or Leadership studies. Remember to specify the organization name and industry.

Your paper needs to be APA style, using APA section headings, 5-6 pages double spaced (plus cover and reference page), with at least four scholarly references.

Employee Relations Country Profile Paper II

In this paper, you will write about one of the countries in Chs. 7-13. Start by summarizing the key points, then talk about how you would apply what you learned about that country from the perspective of either an a) Human Resource Manager or b) Leader in an organization based in that country. Whether you select option a or...
In this paper, you will profile a country that you have not written about thus far in this course. Based on what you learned about that country, detail how you would approach being a human resource manager in a company situated in that country as it pertains to all eight of these human resource functions: Analysis and design of work, HR planning, recruiting, selection, training and development, compensation, performance management, and employee relations.

Your paper needs to be APA style, using APA section headings, 8-10 pages double spaced (plus cover and reference page), with at least six scholarly references.

**Presentation:**

On the last night of class, you will present the details of your Human Resources Term Paper. Utilize a PPT or Prezi and present for 15 minutes. Be prepared for Q/A from classmates. Grade will be based upon quality of material and quality of presenting.

**Class Engagement:** Class Engagement grade will be based on his or her attendance and engagement as described below.

<table>
<thead>
<tr>
<th>Class Engagement</th>
<th>Preparation (outside of class)</th>
<th>Participation (in class)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am Fully Engaged</td>
<td>Exemplary Preparation I read carefully and research background information on the author/topic ahead of time. I research social, cultural, historic, economic, political connections to the text/topic. I consider the course’s Essential Questions as I prepare.</td>
<td>Animated Participation I attend class and I speak daily. I try to advance the conversation by presenting evidence to support my ideas. I present related research, implications, or complexities in the text/situation/topic.</td>
</tr>
<tr>
<td>I am Occasionally Engaged</td>
<td>Novice Preparation I read assignments ahead of time. I do basic research to understand the material, but I do not go beyond the obvious. Sometimes I consider the course’s Essential Questions as I prepare.</td>
<td>Occasional Participation I attend class daily. I speak occasionally—mainly when called upon by the professor. Sometimes I present general evidence to support my position.</td>
</tr>
</tbody>
</table>
I’m not sure how to be engaged; I need some direction

Inadequate preparation
Sometimes I do the reading. I don’t research to understand the material, nor do I go beyond the obvious.

Inadequate participation
My attendance is inconsistent. I participate only when prompted.

I am Disengaged

No Preparation
I neither read nor research before class.

No Participation
My attendance is inconsistent. I do not speak in class.

Source: Stephanie Almagno, PhD, http://www.facultyfocus.com/articles/effective-teaching-strategies/participation-points-making-student-engagement-visible/?utm_campaign=Faculty%20Focus&utm_content=50702409&utm_medium=social&utm_source=linkedin

**Late Assignments**: 20% penalty for each day late. No work accepted after 10/16/19.

**Make-ups and Rewrites**: Not accepted

**Attendance Policy**: Students need to be present and engaged for each class meeting, and to keep abreast of any announcements in Blackboard.

**Grading Scale**:  
**Graduate Students**:  
- 94% or above : A  
- 87% - 89% : B+  
- 77% - 79% : C+  
- 90% - 93% : A-  
- 84% - 86% : B  
- 74% - 76% : C  
- 80% - 83% : B-  
- Below 74% : E

**General**:  
1. Academic Dishonesty: Written or other work which a student submits must be the product of his/her 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 Bulletin.
2. 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 Student Disabilities Services at 989-774-3016 or by e-mail at sds@cmich.edu at least 4-6 weeks prior to the start of class. SDS is located in the Park Library, room 120. Students may find additional information and forms at http://www.cmich.edu/Student_Disability_Services.htm.

**Student’s Rights and Responsibilities**: http://www.cmich.edu/policies-procedures/code-student-rights

**SELECTED BIBLIOGRAPHY**


MSA 618 International and Comparative Employment Relations – Spring II 2020


