UNIVERSITÀ
DEGLI STUDI DI MILANO-BICOCCA

# COURSE SYLLABUS

## Laboratory 8

**2223-3-E1601N087**

### Learning objectives

The laboratory focuses on the presentation of the methods of managing industrial relations within company contexts, offering a broad overview starting from the more traditional elements (such as remuneration, management, etc.) up to more innovative models such as welfare business and smartworking. The goal of the laboratory is to provide students with specific skills in relation to the following topics: (1) methods of conducting industrial relations at the company level; (2) elaboration of a second level bargaining proposal; (3) identification and negotiation of corporate welfare and smartworking solutions.

### Contents

Trade union relations tool for the management of the corporate crisis with practical simulation of the management of a temporary crisis with the drafting of a union agreement for ordinary layoffs. Second level bargaining what it is, what is it for with simulation of the management of a PDR with the drafting of a trade union agreement. Corporate welfare and Smartworking.

### Detailed program

The laboratory will follow an interactive methodology: the lectures will be functional to provide students with the useful tools to approach case studies and to tackle specific exercises according to the following program:

1 . Trade union relations tool for corporate crisis management: (1) the preparation of the negotiation by analyzing the company's crisis situation; (2) temporary crisis management: tools; (3) the conduct of negotiations on ordinary layoffs (CIGO); (4) the formulation of the agreement: from the dialectic to the drafting of the trade union agreement. Practical exercise: simulation of the management of a temporary crisis with the drafting of a union agreement for

ordinary layoffs

2. Second level bargaining: (1) second level bargaining: what is it, what is it for, types of bargaining; (2) the Performance Bonus (PDR); (3) the preparation of the negotiation by analyzing the economic, productive and organizational situation of the company in order to identify the company objectives for improvement.
Practical exercise: simulation of the management of a PDR with the drafting of a trade union agreement.

3 . Corporate welfare and Smartworking: (1) Corporate welfare: what is corporate welfare, what is it for, in the context of second-level bargaining; (3) Smartworking: what it is, what it is for, how to regulate it.
Practical exercise: presentation of a company case and drafting of a corporate welfare regulation.

## Prerequisites

(1) Be enrolled from the 3rd year onwards; (2) Having passed the exams in Mathematics and Statistics; (3) Having earned 90 ECTS onwards (at the time of enrollment in the laboratory); (4) Have the laboratories included in the curriculum.

## Teaching methods

Classroom lessons, group work, testimonials.

## Assessment methods

Assessment of suitability on the work done in the classroom.

## Textbooks and Reading Materials

The didactic material will be communicated at the beginning of the workshop.

## Sustainable Development Goals