

Employment Relations and Organisational Behaviour

Employment relations and organisational behaviour embraces the challenges of how organisations manage people, and the wider social and economic context in which they operate. Human resource management focuses on how organisations develop and motivate employees to achieve the high standards of performance required in today's competitive markets. Employment relations focuses on the wider relations between employer and employee organisations, and the structure of labour markets. The climate and institutions of employment relations and organisational behaviour vary between countries, being more 'cooperative' in some (e.g. Germany and Japan) and more 'adversarial' in others (e.g. the US, the UK and France). Organisation behaviour examines individual perceptions, attitudes, behaviour and performance and the effects of group and organisational context on the individual. Organisational context is playing an increasing role as businesses and institutions change in response to external pressures. It also shapes our understanding of individual attitudes and behaviours.

Departmental Facts

More than a century ago, two of LSE's founders, Beatrice and Sidney Webb, pioneered the first great social science studies of the labour and management problems of their day. They did so in the belief that efficient management and social justice went hand in hand. These two principles lie at the heart of the discipline. Modern 'high performance work systems' function best when employees believe they are being treated fairly.

The Group is part of the Department of Management and scholars in the Group are leading authorities in their chosen areas of specialisation. It hosts a high percentage of postgraduate students, helping to ensure a strong research output and a vibrant, multidisciplinary environment. The Group has a particular strength in comparative employment relations, comparative human resource management and organisational behaviour that is nourished by the international training of academic colleagues, and by the large number of different nationalities among LSE students.

The Group's standing in the human resource management profession is attested by its designation

as one of the very few 'centres of excellence' by the Chartered Institute of Personnel and Development. Furthermore, with 30 per cent of research activity deemed 'world-leading' in terms of originality, significance and rigour in the 2008 Research Assessment Exercise (RAE) the Business and Management group at LSE is rated as joint fifth in the country.

Careers

Specific skills gained from studying employment relations and organisational behavior at LSE include:

- the ability to assess all aspects of a problem or situation and evaluating the possible ways of resolving it;
- being able to critically examine information before accepting it;
- intellectual confidence and independence of judgement in order to deal with complex issues.

Graduates from the Group have been particularly successful in finding human resources and recruitment-related roles within: higher education; oil; banking and financial services; property and real estate, management consultancy and government.

Employment Relations and Organisational Behaviour courses available to General Course students include:

ID100 Employment Relations	ID290 Human Resource Management
ID200 Organisational Theory and Behaviour	ID300 Selected Topics in Employment Relations
ID222 Managing Employment Law	ID301 Leadership in Organisations: Theory and Practice