

B. ΕΣ.7 Employment relations in small and medium-sized enterprises (SMEs)

COURSE OUTLINE

1. GENERAL

SCHOOL	Social Sciences		
ACADEMIC UNIT	Inter-departmental		
LEVEL OF STUDIES	Postgraduate		
COURSE CODE	B. ΕΣ7	SEMESTER	B
COURSE TITLE	Employment relations in small and medium-sized enterprises (SMEs) Dr. Leonidas Vatikiotis		
INDEPENDENT TEACHING ACTIVITIES <i>if credits are awarded for separate components of the course, e.g. lectures, laboratory exercises, etc. If the credits are awarded for the whole of the course, give the weekly teaching hours and the total credits</i>	WEEKLY TEACHING HOURS	CREDITS	
	3	6 ECTS (in total)	
<i>Add rows if necessary. The organisation of teaching and the teaching methods used are described in detail at (d).</i>			
COURSE TYPE <i>general background, special background, specialised general knowledge, skills development</i>	General background, specialised knowledge		
PREREQUISITE COURSES:			
LANGUAGE OF INSTRUCTION and EXAMINATIONS:	Greek		
IS THE COURSE OFFERED TO ERASMUS STUDENTS			
COURSE WEBSITE (URL)	https://elearn.uoc.gr/course/view.php?id=6009		

2. LEARNING OUTCOMES

<p>Learning outcomes The course learning outcomes, specific knowledge, skills and competences of an appropriate level, which the students will acquire with the successful completion of the course are described. Consult Appendix A</p> <ul style="list-style-type: none"> • Description of the level of learning outcomes for each qualifications cycle, according to the Qualifications Framework of the European Higher Education Area • Descriptors for Levels 6, 7 & 8 of the European Qualifications Framework for Lifelong Learning and Appendix B • Guidelines for writing Learning Outcomes <p>The postgraduate students will study and explore the major theoretical, empirical and methodological parameters formulating the environment of small and medium-sized enterprises in special reference to issues of employment, human resources and labour</p>
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relations. Specifically, the learning outcomes of the course include:

- a holistic understanding of the basic concepts and parameters of the subject of small and medium enterprises in the emerging international socio-economic and technological environment.
- exploration and understanding of specialised dimensions of the business environment at the level of the basic institutional parameters, the interaction and interlinkages between production systems and labour market as well as the multifaceted diffusion of emerging technologies in socio-economic activities.
- understanding of specialised dimensions of the SMEs' ecosystem regarding fundamental institutional and technical parameters (e.g. concepts, indicators and metrics, methodologies, trends).
- strengthening of relevant knowledge through the understanding of comprehensive considerations regarding the design and implementation of development policies, industrial policies, technological policies and regional policies from the perspective of operational aspects and growth of small and medium enterprises (SMEs) and human resources' empowerment.
- exploration of specialised issues linked to emerging technologies, digital transformation, green transition and multi-level impacts on labour market, human resources and skills.
- understanding changes under the prism of economic transformations (e.g. innovation and new business processes, emerging business models, new forms of business organization) and interactions with the labour market (e.g. new types of work models).

General Competences

Taking into consideration the general competences that the degree-holder must acquire (as these appear in the Diploma Supplement and appear below), at which of the following does the course aim?

<i>Search for, analysis and synthesis of data and information, with the use of the necessary technology</i>	<i>Project planning and management</i>
<i>Adapting to new situations</i>	<i>Respect for difference and multiculturalism</i>
<i>Decision-making</i>	<i>Respect for the natural environment</i>
<i>Working independently</i>	<i>Showing social, professional and ethical responsibility and sensitivity to gender issues</i>
<i>Team work</i>	<i>Criticism and self-criticism</i>
<i>Working in an international environment</i>	<i>Production of free, creative and inductive thinking</i>
<i>Working in an interdisciplinary environment</i>	<i>.....</i>
<i>Production of new research ideas</i>	<i>Others...</i>
	<i>.....</i>

- Search for, analysis and synthesis of data and information, with the use of the necessary technology
- Adapting to new situations
- Decision-making
- Working independently
- Team work
- Working in an interdisciplinary environment
- Production of new research ideas
- Respect for difference and multiculturalism

- Showing social, professional and ethical responsibility and sensitivity to gender issues
- Criticism and self-criticism
- Production of free, creative and inductive thinking
- Development of research skills

3. SYLLABUS

The major topic of the course includes the analysis of the basic concepts and parameters of the topic of small and medium enterprises in the current international socio-economic and technological environment as well as the highlighting of relevant aspects and effects that are interrelated to the labour market and human resources.

In this context, an analytical overview of the main structural elements that shape the ecosystem of small and medium enterprises and related dimensions is illustrated, including the historical overview of their socio-economic role, their contribution to the economic activity, their operating parameters, the key monitoring indicators, and the understanding of the main challenges interlinked to their operation and growth.

Accordingly, issues related to the dimension of human resources and labour market are studied as a critical component of the growth of small and medium enterprises. Therefore, several aspects are examined such as the co-evolutionary character of small and medium enterprises in recent decades across different sectors, the importance of human resources in the production and exploitation of knowledge capital within small and medium enterprises, the critical role of human capital to production activities (e.g. innovation, technological development, digital transformation, green transition) as well as the transformations emerged through new forms of production and work in modern economies and the emerging technological environment.

In particular, the course includes the following thematic sections:

- The changing environment in the global and European economy in the 21st century and its impacts on human labor and small and medium-sized enterprises.
- Changes in the Greek economy in the 21st century and a periodization of its evolution, from the perspective of small and medium-sized enterprises and employment.
- SMEs: Theoretical approach to the concept of the company. SMEs in the tug of war of competition and concentration. Criteria for classifying businesses based on size into small, medium, large. Business models. Self-employment.
- Content and directions of the old and new industrial policy inside and outside the EU and Greece. The role reserved for SMEs and labor in each different model.
- Theoretical and conceptual approach to innovation, categories of its analysis. The characteristics of small businesses and human work that are consistent with innovation.
- Digital transformation as an aspect of the ongoing technological and industrial revolution. Its forms and impacts on small and medium-sized enterprises and employment.
- Scientific documentation of climate change (crisis), the ways it affects economic activity and human work. Changes in job maps due to the Green Transition, with new green jobs and "greening" of old ones.
- Geographical differentiation of economic activities, professions and skills as analyzed with tools and indicators of economic geography.
- Business financing as a means of accelerating or hindering growth. Forms and types of financing. Impact of monetary policy on labor. Differentiation of financing based on the size of businesses.
- Intervention tools (taxation, development laws, financing, etc.) of economic (fiscal) policy in businesses, depending on their size, and in employment.

- The way in which Environmental, Social and Corporate Governance (ESG) criteria are changing business activity, depending on the size of each entity, and their predictions for employment. Their contemporary challenge by the US and trends in their downgrading.
 - Emerging trends, changes in work and skills. European and Greek context, predictions, definitions and gaps based on the experience and guidance of policy makers.
 - The future of work in small and large businesses in light of the changes that artificial intelligence introduces in its form and content.

4. TEACHING and LEARNING METHODS – EVALUATION

<p style="text-align: center;">DELIVERY <i>Face-to-face, Distance learning, etc.</i></p>	Distance learning (synchronous and asynchronous distance learning)																							
<p style="text-align: center;">USE OF INFORMATION AND COMMUNICATIONS TECHNOLOGY <i>Use of ICT in teaching, laboratory education, communication with students</i></p>	Use of ICT in teaching (PowerPoint, video)/Communication with students (e-mail, E-Learn)																							
<p style="text-align: center;">TEACHING METHODS <i>The manner and methods of teaching are described in detail.</i> <i>Lectures, seminars, laboratory practice, fieldwork, study and analysis of bibliography, tutorials, placements, clinical practice, art workshop, interactive teaching, educational visits, project, essay writing, artistic creativity, etc.</i></p> <p><i>The student's study hours for each learning activity are given as well as the hours of non-directed study according to the principles of the ECTS</i></p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Activity</th> <th style="text-align: center;">Semester workload</th> </tr> </thead> <tbody> <tr> <td>Lectures</td> <td style="text-align: center;">39h</td> </tr> <tr> <td>Independent/ Non-directed study & analysis of bibliography</td> <td style="text-align: center;">51h</td> </tr> <tr> <td>Final Essay writing/Intermediate assignments writing</td> <td style="text-align: center;">60h</td> </tr> <tr> <td> </td> <td> </td> </tr> <tr> <td>Course total</td> <td style="text-align: center;">150h (students' workload)</td> </tr> </tbody> </table>		Activity	Semester workload	Lectures	39h	Independent/ Non-directed study & analysis of bibliography	51h	Final Essay writing/Intermediate assignments writing	60h													Course total	150h (students' workload)
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<p style="text-align: center;">STUDENT PERFORMANCE EVALUATION <i>Description of the evaluation procedure</i></p> <p><i>Language of evaluation, methods of evaluation, summative or conclusive, multiple choice questionnaires, short-answer questions, open-ended questions, problem solving, written work, essay/report, oral examination, public presentation, laboratory work, clinical examination of patient, art interpretation, other</i></p> <p><i>Specifically-defined evaluation criteria are given, and if and where they are accessible to students.</i></p>	<p><u>Evaluation Procedure:</u></p> <p>The language of the evaluation is Greek.</p> <p>The evaluation procedure includes (indicatively):</p> <ul style="list-style-type: none"> • Written assignment/essay and presentation (30%) • Written exams (70%). <p>The evaluation procedure for the ERASMUS students includes an assignment (up to 4.000 words) within the thematic areas of the course.</p>																							

5. ATTACHED BIBLIOGRAPHY

The bibliography is not listed alphabetically, but in the order of the Thematic Sections to which the sources correspond.

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Related academic journals:

- [International Journal of Small and Medium Enterprises](#)
- [Journal of Small Business & Entrepreneurship](#)
- [Journal of Small Business Strategy](#)
- [Small Business International Review](#)