

Article title Labor relationships – credit approach and implications for Vietnam in research and teaching ⁽¹⁾

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Abstract: Labor relations are labor and employer relations, stemming from employment relationships in a workplace environment, the country's socio-economic and political environment, and national labor policies, trade union attitudes and employers. Labor relations are also related to the study of conditions leading to labor, management and cooperation in order to balance benefits between employees and employers so researching labor relations also studies law, agreement provisions, customs and traditions, and policy frameworks set by the government. Therefore, the interdisciplinary approach in labor relations must approach on a wide range, many fields such as social sciences, humanities, behavioral sciences, law... The article focuses on analyzing interdisciplinary approaches to industrial relations in three majors of social sciences - humanities: psychology, sociology, history and political science. On that basis, suggesting some applications for Vietnam in researching and teaching labor relations at university and postgraduate level.

Keywords: Approach, labor relations, research, teaching, Vietnam

1. Introduction

Industrial relations is a field of work and employment studies that formed and developed as an independent field in the United States in the 1920s, then expanded to other countries. From the very beginning, although American researchers considered industrial relations as a discipline in the social sciences, they approached it as an interdisciplinary approach: economics, social psychology, human resources management, sociology, politics, law...

Interdisciplinary approach has become an inevitable and necessary trend to solve problems of science and practice. Moreover, interdisciplinary is not only an approach but has actually become new sciences. Interdisciplinary science strongly promotes creativity when the concepts, methods and theories of many sciences are strongly linked. Interdisciplinary research refers to a form of collaborative work and integration orientation among researchers from different scientific disciplines (Hadorn, Gertrude Hirsch, et al, 2007: 248).

In this article, on the basis of the Marxist-Leninist view and Ho Chi Minh's thought, inherits the interdisciplinary approach to labor relations of domestic and foreign scientists, of the authors: Jacoby (Jacoby, 1990), Kaufman (Kaufman, 1993), Godard (Godard, 1994), Kimmel (Kimmel, 2000). Especially in The History of Industrial Relations as a Field of Study, Carola Frege (2007) the author inherits many parts of the history of industrial relations.

In addition, we also refer to the documents of the Communist Party of Vietnam, the Labor Relations Report (2017) of the Ministry of Labor, War Invalids and Social Affairs, the informal labor report (2016) of General Statistics Office and ILO; at the same time refer to the training program specialized in industrial relations of Trade Union University and Ton Duc Thang University.

In summary, with this study, the authors have inherited some results of some previous scholars on the interdisciplinary approach to industrial relations, and at the same time explained the problem from Vietnamese perspective with the Traditional approach of Marxism-Leninism and Ho Chi Minh's thought to find the best suggestions for researching and teaching industrial relations in the context of the country's increasingly deepening

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international integration.

2. Research results

2.1. Interdisciplinary approach in industrial relations research and teaching

Currently, the interdisciplinary approach in science has become a popular concept, stemming from the fact that many new problems of high complexity, which require knowledge of many disciplines to be solved.

In terms of nature, subdivision and depth are the development laws of specialized sciences that help people to have a deep understanding of the natural and social world. However, the specialized sciences have certain limitations by division and isolation. Therefore, the interdisciplinary approach in the study of industrial relations appears as an inevitable rule when faced with research objects and problems that a single specialized science is not able to deal with methodology and tools of the industry. That coordination, connection, helps awareness of the industrial relations in a complex, multidimensional whole to become more complete and comprehensive. The interdisciplinary approach in industrial relations research does not contradict or hinder it, but it complements and promotes the development of industrial relations specialization, through barriers to create interaction between sciences.

In the context of globalization, industrial relations training in the digital economy era puts Vietnam in the flow of integration with the general trends of the world. We really need a team of experts, human resources to make policies and strategies on industrial relations who have an interdisciplinary mindset with an overall approach to be able to identify and propose solutions for solutions the problem posed. Therefore, the interdisciplinary approach in industrial relations research and teaching is getting more and more attention from training and research institutions.

From the perspective of the historical method of industrial relations research, it shows that from the nineteenth century, the interdisciplinary approach with the perception of science needs to expand, link and penetrate each other to reach the general goal in the study subject perception. Interdisciplinary research is interdisciplinary research, which is a combination of disciplines and disciplines. Interdisciplinary approach in science is a way to organize and conduct research using the views, knowledge and research methods of a group of experts from different disciplines to solve a comprehensive problem, the most objective and effective (University of Social Sciences and Humanities, 2009). It is the synthesis of knowledge of many disciplines and disciplines, is the process of linking, establishing reciprocal relationships, regulating and interacting among the methods and processes of many different experts. An interdisciplinary approach differs from a specialized approach, which uses the methods and processes of many disciplines separately and independently.

Many French and Vietnamese scientists in the seminar on interdisciplinary research in the social sciences and humanities held at the University of Social Sciences and Humanities (Hanoi National University) said that scholars Nguyen Van Huyen, Dao Duy Anh has effectively used interdisciplinary research in their research projects and became the first to lay a solid foundation for this research method. According to these researchers, interdisciplinary research is the need, attribute of all social sciences and humanities, of the sciences of Vietnamese history and culture. This attribute is defined objectively, is the nature of the relationship, the common relationship process between things and phenomena (University of Social Sciences and Humanities, 2009).

Since 1920, the University of Wisconsin (in the US) is the first institution to offer teaching and research specialized in industrial relations; followed by the Universities of Pennsylvania (Wharton Business School, 1921) and Princeton (1922) and Harvard (1923). After the end of World War II (in 1945), industrial relations became increasingly popular at many American universities (Carola Frege, 2007: 36). Many US industrial relations researchers have approached multiple disciplines, such as: Jacoby (Jacoby, 1990), Kaufman (Kaufman, 1993), Godard (Godard, 1994), Kimmel (Kimmel, 2000). In which, Jacoby and Kaufman are institutional economists who have studied industrial relations in an interdisciplinary approach, such as behavioral science, pragmatic science, and public policy-oriented studies, labor market institutions. Godard also approaches an interdisciplinary approach, giving and interpreting views on rules, fundamental standards for economic activity, employment organizations and employment... in industrial relations; At the same time, it is affirmed that labor relations cannot be separated from society, economy, politics, institutions (Godard, 1994: 1).

Interdisciplinary approach in industrial relations research, according to American scientists: "The goal of efficiency, equity and human self-development is to serve each other by one activity, a broad chapter process for social and industrial reforms. In other words, industrial relations sought a great change in the legal rights, management and conditions of labor" (Carola Frege, 2007: 37). In industrial relations, American scholars also interpret industrial relations from the perspective of Marxism, and argue that Marxism resolves contradictions in industrial relations by seeking reform of the current social order. Yes rather than replacing it with a new one. According to Kaufman: In fact, Marxism has been opposed to the new field of industrial relations since then it has sought to save money through reforms what they hoped to replace by revolution (Kaufman, 1993:5).

Before the strong development of science and technology, in the early years of the twentieth century, American scientists with an interdisciplinary approach to industrial relations, expanded human resource management activities to other issues. as capital, employment to form scientific governance principles (Frederick W. Taylor, 1911). Some scholars adopt liberal values and continue to support progressive ideas of reform capitalism and promote the role of human resource managers in workers' interest dispute resolution relationships between workers and employers, on that basis, they propose regulations on industrial relations, and oversee the collective agreement between employees and employers (Kimmel, 2000: 6).

According to (Kimmel, 2000), the interdisciplinary approach will have the opportunity to find and overcome the limitations of "uncover the source of problems in companies that are ill at work and then cure them" (Carola Frege, 2007: 37).

From a psychosocial and industrial economic approach, Shenhav proposes the idea of improving industrial relations in the workplace, applying psychological science in human resource management in the direction of reform (Shenhav, 2002: 187). At the same time, promoting research on industrial relations through an interdisciplinary approach with psychological, political and economic methods. The interdisciplinary approach is supported by the managers, and the psychological methods are respected. The psychological approach is increasingly seen as the solution to the labor problem (Shenhav, 2002: 183). This approach almost dominated the research thinking of industrial relations in the 1930s and 1940s.

In general, the interdisciplinary approach to industrial relations research and teaching in the US is formed in the context of a thriving social progress reform movement, the emergence of inherent conflicts between workers and employers. Therefore, the interdisciplinary approach in the research of industrial relations is very urgent, requiring scholars to have a diverse and interdisciplinary approach from economics, psychology, to politics. to address political, economic and social issues in industrial relations, to promote and expand the scope of social and labor reform programs, to maintain social stability and benefits of capitalism in America (Kaufman, 2004: 121).

An overview of the interdisciplinary approach to the research and teaching of industrial relations in the UK, compared to the US more slowly, appeared in the early 1930s. Opening with the event John Hicks - Nobel Prize-winning economist - advanced conducting a series of lectures "The economics of industrial relations" at the London School of Economics (LSE).

Then, works on industrial relations, with an interdisciplinary approach: Beatrice and Sidney Webb (Industrial Democracy, 1897; History of Trade Unionism, 1920) with a deep understanding of coalition dynamics and bargaining and the role of union organization

Unlike the US, UK industrial relations scholars focus more on institutional research; The Oxford School of Industrial Relations is an example (Ackers and Wilkinson, 2003: 8). Although British scholars still hold a historical and institutional approach to the interdisciplinary approach when studying industrial relations (Gospel, 2005) but this approach is mainly focused on team analysis trade union functions with work regulation and collective bargaining functions.

Overall, the interdisciplinary approach to the research and teaching of industrial relations in the UK, is a multidisciplinary approach to industrial relations, accepting the difference in benefits between workers and employers. labor, with the belief that conflicts can be resolved by rules that benefit both parties. This perception of the labor market and industrial uncertainty has become a defining definition of the academic field in Britain, which is more widely accepted by the British public.

In the 1970s, UK industrial relations academics took more access to the Marxist framework of industrial relations, opposing the pluralistic desire to achieve stable industrial relations and focus instead on class struggle and overthrow of the capitalist system. Some British scientists, applying Marxist theory in an interdisciplinary approach to industrial relations (Gall, 2003); Typical: Hyman's, *A Marxist Introduction* (1975), or Fox's, *Work, Power and Trust Relations* (1974).

Studies on industrial relations in England with the Marxist (1975) interdisciplinary approach are more dominant in the US. British social sciences are generally considered to be more progressive and ideological than those in the US (Katznelson, 1996, p.18 & 40).

In summary, the UK's interdisciplinary approach to industrial relations has coexisted and evolved with the methods of qualitative sociological and quantitative economic research. The degree of application of the interdisciplinary approach to industrial relations in the UK focuses on organizational issues such as trade unions, collective bargaining, law, and labor disputes. However, the interdisciplinary approach to the research and teaching of industrial relations in the UK, comes from John Hicks - the Nobel Prize-winning economist - with a series of lectures "The economics of industrial relations" so in the study there are more effects on economics and politics; Other disciplines such as behavioral science, social psychology were less developed in the research results of British universities at that time.

In Germany, the multidisciplinary approach to industrial relations research resumes with Karl Marx, Max Weber, Lujo Brentano and Goetz; with the concept that this is the field governed by sociology, law, political science. Since the mid-nineteenth century, industrial relations, in particular the relationship between capital and labor and the emergence of institutional interest have been discussed in German society, but not established as a subject. *Independent Art* (Keller, 1996: 1999). By 1928, at the Technical University of Berlin (Keller, 1996; Mueller-Jentsch, 2001) the study of industrial relations was set up and mainly approached in the direction of "industrial sociology", research on work and employment issues - the subject of social science.

In the 1970s, Germany made efforts to build an academic community of industrial relations, employing an interdisciplinary approach to explain core issues in industrial relations such as bargaining policy, work time, technical change and rationalization, impact on work organization and social structure, labor market problems (Baethge and Overbeck, 1986; Kern and Schumann, 1984; Schumann et al., 1994). In order to establish an academic environment for industrial relations, in 1994, Germany formed *Beurie Beziehungen Company* - German magazine on industrial relations. In 2004, a series of studies were carried out by researchers of specialties: industrial sociologists, labor lawyers, political scientists, business administration scholars, and economists (Frege, 2005).

From the perspective of industrial sociology, German scholars have linked social philosophy and sociology in general with reality (Mueller-Jentsch, 2001: 222; Schmidt et al., 1982). With an interdisciplinary approach, they position the industrial relations within the broader social context of industrialization. They specifically focus on the role of organized labor. Max Weber initiates the first systematic sociological study of German industrial relations under the auspices of *Verein Fuer Socialpolitik*. This is the first experimental study on industrial relations in large German companies in the late nineteenth century. *Verein Fuer Socialpolitik* was founded in 1872 by the old school research institute in Germany. Research is intended to establish social equity between capital and labor in industrial relations (Mueller-Jentsch, 1999: 223). Weber's research results have solved many problems about the social and geographical origin of the workforce; selection principles of labor; the physical and psychological conditions of the work process; perform the work; prerequisites and prospects of a career; how workers adjust to factory life; their family, situation and leisure time (Mueller-Jentsch, 1996: 24).

For German scholars, with an interdisciplinary approach to industrial relations, they have a common belief that democracy is not only institutional, but also needs a cultural base in society, in general. labor system - according to the *Institute V. Friedeburg* (1997, p.26). However, they also fear that too strong class conflict could jeopardize democratization or jeopardize the reform potential of the labor movement to improve industrial relations.

India, defining industrial relations as a scientific discipline, is taught at university level (Sri.Praveen, 2011), with 5 core contents: industrial relations (dissemination); union organization; discipline and approach, principles and disciplinary procedures - disputes; Employee Empowerment and quality management; the state's role in industrial

relations. In which there are many very interesting content, such as analysis of conflict and cooperation, frustration and social costs; reduce disputes, empower ... in industrial relations.

In summary, the interdisciplinary approach in science is a way of organizing and conducting research using the views, knowledge and research methods of a group of experts from different disciplines to solve a problem in the most comprehensive, objective and effective way. The role and importance of interdisciplinarity in science stems from the need to solve real-life problems.

In Vietnam and many countries around the world (USA, Anh Duc, India ...), there have been many achievements in interdisciplinary approach in industrial relations research, proving that the interdisciplinary approach is the need, is The attribute of all social sciences and humanities is the nature of relationship, the common relational process between things and phenomena.

2.2. Some suggestions for Vietnam in industrial relations research and teaching

Industrial relations is an intersecting science between economic relations, law, sociology, psychology ... To approach and research on industrial relations, it is necessary to approach multidisciplinary, that is, formula of many different fields. Interdisciplinary is all interdisciplinary together so that researchers have a common knowledge of the disciplines from which to solve a specific problem.

Currently, Vietnam and many countries around the world have been forming multidisciplinary and interdisciplinary approaches to industrial relations research and teaching such as sociology, philosophy, politics, and psychology, economics ... At the same time, industrial relations researchers in research and teaching must also raise issues related to their majors such as policy, law, psychosocial ... to solve many different problems in life. The interdisciplinary approach in industrial relations and applying it to the innovation of research and teaching activities in Vietnam today is enhancing the autonomy of lecturers, meeting the trend of university autonomy, adapting to the industrial revolution 4.0, exploiting the strengths of multidisciplinary, promoting students' creative and entrepreneurial capacities, equipping skills and quality training for learners.

In order to implement an interdisciplinary approach to industrial relations research and teaching in Vietnam today, it is necessary to form a contingent of industrial relations research and teaching staff with in-depth knowledge of a discipline. related learning, towards the socialization of industrial relations; philosophy of industrial relations; the history of industrial relations, the politicization of industrial relations; psychology of labor relations; economic chemistry of industrial relations; research links among industrial relations with sociologists, historians, philosophers, politicians, psychologists, and economists. The person with deep knowledge of the industrial relations profession is required to have knowledge of multidisciplinary, interdisciplinary - this is a dialectical relationship.

An interdisciplinary approach to industrial relations research and teaching is essential. State-level and ministerial-level projects are currently implementing a multi-disciplinary approach, and the application of these methods can help the topics be completed and have scientific value. Therefore, it is necessary to build a system of research topics at different levels of interdisciplinary and multidisciplinary nature in terms of labor relations and trade union organization. Formation of corresponding research and teaching institutions (structures) in industrial relations research and training institutions.

The multidisciplinary and interdisciplinary approach will also expand the scope for graduate students and graduate students to easily choose the topic. It is necessary to build a system of multidisciplinary and interdisciplinary theses and theses in labor relations training. Building a corresponding subject system in labor relations training institutions.

The interdisciplinary approach is a common trend in the world, to avoid lagging Vietnam needs to promote domestic and international cooperation in research and training on industrial relations.

3. Conclusion

Interdisciplinary approach in science is a way to organize and conduct research using the views, knowledge and research methods of a group of experts from different disciplines to solve problems in a comprehensive and objective way.

Today, the world is in the context of strong integration and globalization, making every national issue has a great impact on the social life, development pace and security of mankind. Each invention in this scientific field will entail certain changes and effects on other sciences. In many countries and governments, the organizational apparatus is set up according to the inter-ministerial and multi-sect oral and interdisciplinary mechanism to be able to give the fastest and most accurate responses to the economic and social changes. It is clear that, no matter how strong an individual science can thoroughly and comprehensively solve problems of practice. In that context, the interdisciplinary approach in science becomes an inevitable trend and an advantage to overcome the above limitation. The interdisciplinary approach in industrial relations research and teaching is in that inevitable trend.

In the digital economy era, the development of each country is proportional to the quality of the educational institutions as well as the human resources that these institutions create. In order for the industrial relations industry to make a practical contribution, one of the important factors is to renew its research and teaching methods, considering it as the survival of the industrial relations industry. Applying the interdisciplinary approach to the implementation of the above objectives, renewing the research and teaching activities of industrial relations are a new issue with profound theoretical and practical significance.

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