

## Employee Relations

|                |                           |
|----------------|---------------------------|
| Module Code:   | HRM7005-A                 |
| Academic Year: | 2018-19                   |
| Credit Rating: | 10                        |
| School:        | School of Management      |
| Subject Area:  | Human Resource Management |
| FHEQ Level:    | FHEQ Level 7 (Masters)    |

Pre-requisites:

Co-requisites:

## Contact Hours

| Type           | Hours |
|----------------|-------|
| Lectures       | 12    |
| Tutorials      | 12    |
| Directed Study | 176   |

## Availability Periods

| Occurrence | Location/Period                                 |
|------------|-------------------------------------------------|
| PDA        | Kozminski University / Full Year (Sept - Aug)   |
| BDA        | University of Bradford / Semester 1 (Sep - Jan) |

## Module Aims

1. To promote a critical understanding of key issues in both UK and comparative employment relations
2. Develop sound theoretical and conceptual understandings of the complexities of managing employment relations issues
3. To provide a comprehensive understanding of employment relations in order to critically evaluate current debates on the changing nature of employment
4. Develop key analytical and personal skills that are essential for business practitioners in managing the employment relationship.

## Outline Syllabus

The syllabus will be drawn from key areas of theory and practice, including: the employment relationship and theories of employment relations; representation and collective bargaining; Participation and involvement; The state and the regulation of employment relations; The decline of collectivism; The rise of partnership; International differences in employment relations; The role of production and educational regimes; Welfare regimes and labour participation; Multinational corporations and international labour standards; Globalisation and convergence. The emphasis will be on integrating classic theories and concepts of the study of employment relations, with contemporary debates and empirical research. Issues of ethical and sustainable people management approaches will be addressed in the syllabus.

## Module Learning Outcomes

*On successful completion of this module, students will be able to...*

- 1      1.a Demonstrate a comprehensive understanding of the complexities of employment relations, both in the UK and from a comparative perspective.  
      1.b Apply theoretical and conceptual knowledge to address the management of employment relations issues
- 2      2A) Demonstrate a critical understanding and knowledge of employment relations theory  
      2B) develop analytical skills to assess complex issues within Organisations.
- 3      a Demonstrate effective communicative, analytical and debating skills.  
      b Develop creative ways to resolve and negotiate issues.  
      c Ensure that effective approaches to people management are undertaken in an ethical and sustainable manner.

## Learning, Teaching and Assessment Strategy

Lectures will be used to critically explore key theories, concepts and empirical research in the field of employment relations, which will enable students to develop clear understandings of the topic (learning outcomes 1.a and 2.a). These will be supported by student-led seminars, where key conceptual issues and current empirical research papers will be assessed and discussed. This will enable students to develop key analytical and presentational skills (learning outcomes 1.b, 3.a, 3.b, 3.c). Feedback will be offered to students in order to develop understandings and knowledge of relevant literature and texts (learning outcomes 1.a and 2.b). Assessments are in the form of an individual assignment and closed-book examination. In the first assessment, students have to submit a 1000 word assignment critically assessing a key employment relations issue from the module (learning outcomes 1.a, 1.b, 3.a, 3.b, 3.c). The examination assesses student understandings of substantive issues in employment relations that are covered in the module and additional readings (learning outcomes 1.a, 1.b, 2.a, 3.a, 3.b, 3.c).

## Mode of Assessment

| Type      | Method                    | Description             | Length      | Weighting | Final Assess' |
|-----------|---------------------------|-------------------------|-------------|-----------|---------------|
| Summative | Examination - closed book | Closed Book Examination | 1.5 hours   | 70%       | Yes           |
| Summative | Coursework                | Individual assignment   | -1000 words | 30%       | No            |

### Legacy Code (if applicable)

MAN4220M

### Reading List

To view Reading List, please go to [rebus:list](#).