

| Module Details |                                                 |
|----------------|-------------------------------------------------|
| Module Title   | Contemporary Developments in Employee Relations |
| Module Code    | HRM6011-B                                       |
| Academic Year  | 2020/1                                          |
| Credits        | 20                                              |
| School         | School of Management                            |
| Subject Area   | Human Resource Management                       |
| FHEQ Level     | FHEQ Level 6                                    |
| Pre-requisites | N/A                                             |
| Co-requisites  | N/A                                             |

| Availability |                                                       |
|--------------|-------------------------------------------------------|
| Occurrence   | Location / Period                                     |
| BDA          | University of Bradford / Semester 2                   |
| ONA          | College of Banking and Financial Studies / Semester 2 |

| Module Aims                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>To develop a critical theoretical and practical understanding of employment relations, both within and beyond the immediate organisational context. To develop knowledge, experience and skills regarding emerging models, processes and practices of employment relations at the local, national and international level. To critically assess how national and international developments in the world of work influence the effective management of the employment relationship. To provide up-to-date debates on the changing nature of employment and its regulation</p> |

| Outline Syllabus                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>This module critically considers contemporary issues in employment relations at both the national and international level. In doing so, the module covers the following core issues - Theories of employment relations and power relations; Labour market regulation, together with current trends and developments; Recent developments in UK and EU employment legislation; Compare and contrast management styles in employment relations; Critically examine contemporary developments in trade union membership and organisation, the regulation of work: (a) the State (b) the impact of European Union directives; Employee involvement and participation; Union and non-union forms of employee representation; Conflict and misbehaviour at work, official and unofficial industrial action; the management of discipline and grievance handling procedures; attempts to resolve industrial disputes and conflict; comparing regimes of employee relations, internationalisation and changing work practices. Issues of ethical and sustainable people management approaches will be addressed in the syllabus.</p> |

| Learning Outcomes |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|-------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Outcome Number    | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 01                | 1a) identify the competing theoretical approaches for the study of contemporary developments in employment relations 1b) appraise complex issues within Employee Relations (ER) in an innovative and systematic manner; 1c) analyse contemporary developments both nationally and internationally regarding labour market trends and data. 1d) identify and assess the key sources of employment relations legislation and regulation.                                                            |
| 02                | 2a) interpret the role of the parties that affect the management of employment relations. 2b) identify and assess contemporary developments in employee involvement and participation. 2c) evaluate and resolve issues relating to conflict behaviour and dispute resolution in organisations                                                                                                                                                                                                     |
| 03                | 3a) present a coherent argument in writing and orally. 3b) develop a broad understanding of managing the employment relationship and critically consider how recent national and international developments affect employers, managers, trade unions and workers. 3c) judge between various forms of evidence and discuss the differences between them. 3d) demonstrate skills which will be useful in situations involving managing and evaluating employment relations issues in organisations. |

| Learning, Teaching and Assessment Strategy                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Syllabus delivery, teaching and learning will be managed through formal one hour online lectures (synchronous) and two hour student-led seminars that are a mixture of online seminars (synchronous) and face to face every week. Lectures will be an opportunity for the module tutor to introduce key theoretical, conceptual and empirical perspectives and learning materials. The use of contemporary case studies and leading-edge academic materials will be central to the work in seminars. The cases used will be drawn from academic debates and will be representative of the research being done in the relevant and leading academic centres of study. VLE materials will be used to support learning and will also enable students to engage in their own independent research outside formal contact hours.</p> <p>Formative assessment is provided throughout the module on student activities during lectures and seminars and through comments and grades given following each coursework assignment.</p> |

| Mode of Assessment |            |                                    |        |           |
|--------------------|------------|------------------------------------|--------|-----------|
| Type               | Method     | Description                        | Length | Weighting |
| Summative          | Coursework | Group Assignment 0-2000 words      | N/A    | 30%       |
| Summative          | Coursework | Individual Coursework 0-2500 words | N/A    | 70%       |

| Reading List                                                                                                                                             |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|
| To access the reading list for this module, please visit <a href="https://bradford.rl.talis.com/index.html">https://bradford.rl.talis.com/index.html</a> |

*Please note:*

*This module descriptor has been published in advance of the academic year to which it applies. Every effort has been made to ensure that the information is accurate at the time of publication, but minor changes may occur given the interval between publishing and commencement of teaching. Upon commencement of the module, students will receive a handbook with further detail about the module and any changes will be discussed and/or communicated at this point.*

---

© University of Bradford 2020

<https://bradford.ac.uk>