

MODULE DESCRIPTOR

MODULE TITLE	Contemporary Issues In Employee Relations		
Module Code	25-7B10-00S		
Level	7		
Credit Points	15		
Indicative Assessment Components & Percentage Weightings	Examination 100%		
Pre-Requisite Modules (if applicable)			
Delivered according to Standard Academic Calendar	Long: 2 semesters	Short: 1 semester	Other delivery pattern:
YES	NO	YES	Block

1 MODULE AIMS

The aims of this module are to develop a systematic understanding of employee relations and employment law and the ability to give professional advice and support to line managers. HR practitioners responsible for employee relations need to appreciate how the employment relationship is shaped by the interaction of formal and informal policy and practice within the organisation and between organisation and the State and its impact on HRM strategy. The module has therefore been designed to promote an awareness of national employment policy and legal regulation and current perspectives on the management of the employment relationship. The module offers an opportunity to consider the issues of power and politics in the workplace, the conflict inherent in the employment relationship and how to devise strategies and policies in order to successfully manage that conflict

2 MODULE LEARNING OUTCOMES BY THE END OF THE MODULE YOU WILL BE ABLE TO

1. Apply coherently the key theoretical concepts and perspectives which underpin employee relations and their relevance to HRM strategies.
2. Formulate policy and practice in relation to the legal framework of employment law and recent developments in employment policy in the UK and the EU
3. Evaluate critically the implications of employment law for employee relations policy and practice in organisations
4. Identify and investigate employee relations issues in organisations with the aim of providing professional advice and consultancy

5. Facilitate the process of communication, consultation and conflict resolution in the context of both individual and collective employee relations

3 INDICATIVE LEARNING, TEACHING AND ASSESSMENT ACTIVITIES

The main themes of the module will be introduced by the tutor, supported by appropriate learning materials such as case studies and videos. Students will also work in small groups to analyse and debate issues and feedback to the group as a whole. A key formative element of the programme is the use of role play which allows the appropriate development of influencing and facilitation skills in consultation, negotiation and dispute resolution situations. Reflection by the student on learning outcomes from the role-plays will also form a valuable contribution to their PDP portfolio. Summative assessment is by means of a 100% weighted end of unit examination that will cover all key areas of the curriculum.

4 INDICATIVE MODULE CONTENTS / TOPICS

- The key employee relations concepts (e.g. Balance of bargaining power, power and conflict in the employment relationship, the psychological contract, unitarist, pluralist and radical perspectives, hegemonic control).
- The political, economic and social context of the employee relations (the role of the EU, government strategies and political philosophies, the impact of the law on employee relations in the workplace).
- The role of management (management styles, managing without unions, managing the individual and the collective)
- The role of the unions (current and future strategies)
- Collective bargaining, consultation, communication and the difference between employee involvement and participation
- The management of conflict
- Grievance and discipline
- The employment contract
- The implications of managing equality in the workplace for employee relations practitioners
- Health and safety at work (rights and responsibilities in the workplace)
- The strategic relationship between employee relations and HRM

FURTHER INFORMATION ABOUT THIS MODULE

- FURTHER / ADDITIONAL INFORMATION IS AVAILABLE TO SUPPORT THIS MODULE, INCLUDING ASSESSMENT CRITERIA DETAILING HOW YOUR PERFORMANCE IN THE MODULE WILL BE MEASURED, HOW YOU WILL RECEIVE FEEDBACK, DETAILS OF LEARNING RESOURCES AND KEY READINGS
- THIS INFORMATION CAN BE FOUND IN
 - *The course handbook*
 - *The module handbook*
 - *The Blackboard site for the course*
- NOTE THAT THIS ADDITIONAL INFORMATION MAY BE SUBJECT TO CHANGE FROM YEAR TO YEAR