

Liverpool John Moores University

Title: Social and Legal Framework for Business and HR
Status: Definitive
Code: **4220BSPTHR** (123900)
Version Start Date: 01-08-2021

Owning School/Faculty: Business and Management
Teaching School/Faculty: Business and Management

Team	Leader
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Academic Level: FHEQ4 **Credit Value:** 30 **Total Delivered Hours:** 60

Total Learning Hours: 300 **Private Study:** 240

Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Online	30
Workshop	30

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Presentation	Pres	Presentation and Report	70	1
Test	Test	Test	30	1

Aims

This module will use 'lived history' case studies to demonstrate how history and sociology has impacted on HR practice and employee legislation. It will recognise the significance of the EU, state, trade union and employers and how they have historically shaped the contemporary employment relationship. It will explore how politics has sculptured HR practice over the decades and review who are the key actors/agencies. This will cover the differing influences opposing political parties

have had on the UK and EU and how this has impacted on organisations, HR and the population.

Learning Outcomes

After completing the module the student should be able to:

- 1 Identify and outline the role played by institutional actors in the labour market
- 2 Recognise the significance of the EU, state, trade union and employers and how they have historically shaped the contemporary employment relationship
- 3 Use theoretical knowledge and lived histories in interpreting labour market and employment related issues.
- 4 Critically evaluate impact of economic framework

Learning Outcomes of Assessments

The assessment item list is assessed via the learning outcomes listed:

Presentation	3	2	1	
Test	3	2	1	4

Outline Syllabus

Introduction: concepts of work in history of social change
Governments; actors, stakeholders and agencies and the impact these have on organisations and HR
Opposing political parties and the influences on HR
The significance of the EU to organisations and HR.
The formation and growth of employee voice
The role of trade unions and employers in shaping the employment relationship
The role of the individuals in influencing working conditions
Individual reformers who have championed changing attitudes in the workplace

Learning Activities

A series of workshops with individual activities and case scenarios to explore the subject matter of the module

Notes

Part time module