

Liverpool John Moores University

Title: MANAGING EMPLOYMENT RELATIONS
Status: Definitive
Code: **4508FTKHM** (106471)
Version Start Date: 01-08-2011

Owning School/Faculty: Liverpool Business School
Teaching School/Faculty: Kaplan Financial London

Team	Leader
Edward Rose	Y

Academic Level: FHEQ4 **Credit Value:** 24.00 **Total Delivered Hours:** 21.50
Total Learning Hours: 240 **Private Study:** 218

Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Lecture	19.500

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Exam	AS1	examination	50.0	2.00
Report	AS2	coursework: presentation and written work	50.0	

Aims

The module provides conceptual understanding and skills development in the context of the individual employment relationship.

Learning Outcomes

After completing the module the student should be able to:

- 1 Critically evaluate the content of individual employment protection legislation.

- 2 Differentiate between the nature of disciplinary, grievance and redundancy situations, problems, practices and procedures.
- 3 Demonstrate how to handle problems concerning discipline, grievance and redundancy.
- 4 Assess the nature and causes of discrimination in the workplace.
- 5 Examine, develop and deploy the skills required in individual and collective negotiations.

Learning Outcomes of Assessments

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

EXAM	1	2	3	4	5
CW	2	3	5		

Outline Syllabus

UK and EU individual employment law

Negotiation and negotiating skills

Discipline and grievance within the employment relationship

Handling disciplinary and grievance-related problems

Discrimination within the workplace

Equal opportunities and management of diversity roles of employers, unions, Equal

Opportunities Commission, Commission for Racial Equality and the Disability.

Handling discrimination, sexual and racial harassment.

Managing unfair dismissal and redundancy.

Employment tribunal procedure and practice.

Learning Activities

These will take the form of lectures, tutorials, interactive workshops and role-plays in relations to the learning outcomes.

References

Course Material	Book
Author	Rose, Ed
Publishing Year	2001
Title	Employment Relations
Subtitle	
Edition	
Publisher	London, Pearson
ISBN	

Course Material	Book
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Author	Gennard and Judge
Publishing Year	1998
Title	Employee Relations
Subtitle	
Edition	
Publisher	IPD
ISBN	

Course Material	Book
Author	Various CRE and EOC publications
Publishing Year	0
Title	
Subtitle	
Edition	
Publisher	
ISBN	

Course Material	Book
Author	ACAS handbooks
Publishing Year	0
Title	
Subtitle	
Edition	
Publisher	
ISBN	

Notes

The module provides an insight into how the various issues outlined in the syllabus should be dealt with by management. An introduction to employment law is essential in order to assess the nature and extent of employer best practice. Coursework will include preparation, enacting and writing up cases dealing with negotiation, discipline and grievance, discrimination and harassment.

This is a full-time version of this module.