

Liverpool John Moores University

Title: STRATEGIES AND CONFLICT IN BRITISH BUSINESS AND WORKPLACE SINCE 1945
Status: Definitive
Code: **5007HIST** (114565)
Version Start Date: 01-08-2011

Owning School/Faculty: Humanities and Social Science
Teaching School/Faculty: Humanities and Social Science

Team	Leader
Tony Webster	Y

Academic Level: FHEQ5
Credit Value: 12.00
Total Delivered Hours: 24.00
Total Learning Hours: 120
Private Study: 96

Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Lecture	12.000
Seminar	12.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	Document based question	40.0	
Essay	AS2	2000 Word Essay	60.0	

Aims

- To provide an understanding of the development of the organization and management strategies of business in Britain since WW2, within the context of British and global economic development in the period.*
- To enable students to understand and evaluate the reasons for conflict within the British workplace during the period, particularly between managements and organized Labour, and the respective strategies employed by protagonists.*

Learning Outcomes

After completing the module the student should be able to:

- 1 Demonstrate knowledge and critical awareness of the changing structure and management strategies of business in Britain during the period, within the international economic and political context.
- 2 Explain and evaluate the various explanations of the causes and consequences of a range of conflicts which arose within workplaces and businesses during the period, and the strategies employed by the protagonists involved.
- 3 Critically assess how changes in the political and economic environment affected both the strategies employed in business and workplace conflicts, and their outcome.
- 4 Demonstrate appropriate communication skills.

Learning Outcomes of Assessments

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

Document based question	1	2	3	4
2000 Word Essay	1	3	4	

Outline Syllabus

The module will examine three distinct chronological periods: 1945-1970; 1970-1990; 1990 and after.

1945-1970:

Introduction to the study of business organization and management strategy, examining key interpretations (eg Chandler)

Main developments in the British and world economy 1945-1970

The changing structure and management of Business in Britain 1945-1970 (the rise of corporate management; the rise of the public company and the decline of the family firm; mergers and the rise of multinationals; the impact of government policies on strategies; the evolution of management training and strategic thinking)

Conflict in the workplace 1945-1960s (the car industry, the docks, the strategies of managers, unions and government)

1970-1990:

Main developments in the British and world economy 1970-1990

Politics, business and industrial strife - the policies and impact of successive governments (Heath, Wilson/Callaghan, Thatcher and Major)

The changing structure and management of Business in Britain 1970-1997 (the impact of legislation on business strategies; the new casualisation of labour in the 1980s; foreign multinationals in Britain)

Conflict in the workplace 1970-1997 (The miners strikes 1971, 1974 and 1984; the steel strike of 1981; Wapping and the Print dispute of the 1980s)

1990 and after:

Main developments in the British and World economy 1990-2008

Politics, business, organized Labour and 'the new realism'

The changing structure and management of Business in Britain since 1990 (the rise of the management consultant, the impact of European legislation, responses to the 'rise of the east' - China, south east Asia)

Changes in patterns of workplace conflict in an age of trade union decline.

Learning Activities

In addition to a programme of lectures, there will be a regular seminar in which students will engage in activities which generate debate and involve the analysis and discussion of relevant primary sources and secondary texts. Blackboard will be used to stimulate seminar debate and to prompt reading and classroom debate.

References

Course Material	Book
Author	Wilson, J.F.
Publishing Year	1995
Title	British Business History 1720-1994
Subtitle	
Edition	
Publisher	Manchester, Manchester Up.
ISBN	

Course Material	Book
Author	Pollard, S.
Publishing Year	1992
Title	The Development of the British Economy
Subtitle	
Edition	
Publisher	London, Arnold.
ISBN	

Course Material	Book
Author	Middleton, R.
Publishing Year	1996
Title	Government versus the Market
Subtitle	
Edition	
Publisher	Cheltenham, Edward Elgar.
ISBN	

Course Material	Book
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Author	Wilson, J.F. & Thomson, A.
Publishing Year	2006
Title	The Making of Modern Management
Subtitle	British Management in Historical Perspective
Edition	
Publisher	Oxford, Oxford Up.
ISBN	

Course Material	Book
Author	Wrigley, C.
Publishing Year	2002
Title	British Trade Unions since 1933
Subtitle	
Edition	
Publisher	Cambridge, Cambridge Up.
ISBN	

Course Material	Book
Author	Beynon, H. & Nicols, T. (eds)
Publishing Year	2006
Title	Patterns of Work in the Post-Fordish Era
Subtitle	Fordism and Post Fordism (Vol 1)
Edition	
Publisher	London, Edward Elgar.
ISBN	

Course Material	Book
Author	Beynon, H. & Nicols, T. (eds)
Publishing Year	2006
Title	The Fordism of Ford and Modern Management
Subtitle	Fordism and Post-Fordism (Vol 2)
Edition	
Publisher	London, Edward Elgar.
ISBN	

Course Material	Book
Author	Beynon, H. Grimshaw, D. Rubery, J. & Ward, K. (eds).
Publishing Year	2002
Title	Managing Employment Change
Subtitle	The New Realities of Work
Edition	
Publisher	Oxford, Oxford UP.
ISBN	

Notes

This module explores the evolution of British business organisation during the period since world war two, considering a wide range of industries and businesses. It focuses upon changing organisational structures and management strategies and their impact upon performance. It will examine the theories and ideologies which underpinned these strategies. It will examine their impact upon the working lives of employees, and the evolving nature of workers' responses during the period.