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Title: EMPLOYMENT LAW AND HUMAN RESOURCE
MANAGEMENT
Status: Definitive
Code: **5042MAR** (116880)
Version Start Date: 01-08-2019

Owning School/Faculty: Maritime and Mechanical Engineering
Teaching School/Faculty: Maritime and Mechanical Engineering

Team	Leader
Trevor Lyons	Y
Charles Roberts	

Academic Level: FHEQ5 **Credit Value:** 24 **Total Delivered Hours:** 72
Total Learning Hours: 240 **Private Study:** 168

Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours
Lecture	45
Tutorial	24

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Exam	Exam		60	3
Essay	Essay		20	
Essay	Essay		20	

Aims

To provide a full understanding of employment law and personnel management both in the UK and aboard ships.

Learning Outcomes

After completing the module the student should be able to:

- 1 Show an understanding of the rights and duties under the contract of employment
- 2 Explain the legal significance of discrimination
- 3 Discuss the nature of dismissal and the actions that can ensue
- 4 Appraise the responsibilities concerning health and safety at work
- 5 Describe the duties owed by shipowners under the Maritime Labour Convention
- 6 Evaluate the issues arising in the field of personnel management.

Learning Outcomes of Assessments

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

Exam	1	3	4	5
Essay	6			
Essay	2			

Outline Syllabus

Employment Tribunals and the Employment Appeal Tribunal; Litigation & dispute resolution

The contract of employment, nature, formation, content

Dismissal: wrongful, unfair, redundancy

Discrimination: gender, race, disability and age

Equal pay and equal treatment; the role of EU law

Health and safety at work

The Maritime Labour Convention

Macro issues: Collective Bargaining; Trade union and labour relations; Industrial disputes; arbitration and conciliation

Human Resources & Management issues: Workforce planning; Recruitment, training and development; personnel administration and time management

Learning Activities

Lectures and tutorials

Notes

The module covers aspects of employment law in the context of human resource management, allowing students to have a broad understanding of issues affecting the personnel manager in a range of business types.