

Module Information

2022.02, Approved

Summary Information

Module Code	5507PSYWUC
Formal Module Title	Employee Relations and Human Resource Management
Owning School	Psychology
Career	Undergraduate
Credits	20
Academic level	FHEQ Level 5
Grading Schema	40

Teaching Responsibility

LJMU Schools involved in Delivery
LJMU Partner Taught

Partner Teaching Institution

Institution Name
Westford University College

Learning Methods

Learning Method Type	Hours
Lecture	32
Seminar	8

Module Offering(s)

Display Name	Location	Start Month	Duration Number Duration Unit
JAN-PAR	PAR	January	12 Weeks

SEP-PAR	PAR	September	12 Weeks
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Aims and Outcomes

Aims	1.To understand the basics of employee relations and its application in an organisation.2.To investigate core areas underpinning employee relationships positively and negatively in an organisational context. 3.To explore key elements of HRM affecting employee relations.4. Understand and investigate important employment legislation affecting HRM decision making.
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After completing the module the student should be able to:

Learning Outcomes

Code	Number	Description
MLO1	1	Apply the principles of employee relations in an organisational context
MLO2	2	Evaluate the impact of negative and positive employee relationships in an organisation
MLO3	3	Analyse the effectiveness of key elements of Human Resource Management on employee relations
MLO4	4	Investigate how the employment legislation and internal/ external factors affect Human Resource Management decision-making

Module Content

Outline Syllabus	The module will introduce the concept of employee relations, including key contemporary trends in employee relations. The module will cover key concepts from managing conflict, impact of positive relationships on employee motivation, and employee welfare. Students will also gain an understanding of how key HRM aspects like performance and reward management, organisational structures and culture, affect employee relations. The module will explore how to maintain good employee relations, including an understanding of the association between employee relations and the law, trade unions and workplace representation
Module Overview	
Additional Information	The module covers the basis of Human Resource Management and introduces employee relationships and motivation.

Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Module Learning Outcome Mapping
Essay	Four 500word short note essays	100	0	MLO3, MLO1, MLO4, MLO2

Module Contacts

Module Leader

Contact Name	Applies to all offerings	Offerings
Jason McIntyre	Yes	N/A

Partner Module Team

Contact Name	Applies to all offerings	Offerings
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