

Liverpool John Moores University

Title: EMPLOYEE RELATIONS AND HUMAN RESOURCE
MANAGEMENT
Status: Definitive
Code: **5507PSYWUC** (128550)
Version Start Date: 01-08-2021
Owning School/Faculty: Psychology
Teaching School/Faculty: Westford University College

Team	Leader
Jason McIntyre	Y

Academic Level: FHEQ5
Credit Value: 20
Total Delivered Hours: 40
Total Learning Hours: 200
Private Study: 160

Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Lecture	32
Seminar	8

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Portfolio	Portfolio	A portfolio of four short note essays covering areas of human resource management	100	

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.

Learning Outcomes

After completing the module the student should be able to:

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

Learning Outcomes of Assessments

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

Four 500word short note essays 1 2 3 4

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

Learning Activities

The module is delivered through lecture content and seminars, which include preparatory work for the assessment.

Notes

The module covers the basis of Human Resource Management and introduces employee relationships and motivation.