

# Employment Law

## Module Information

2022.01, Approved

### Summary Information

|                     |                         |
|---------------------|-------------------------|
| Module Code         | 6019LBSBSC              |
| Formal Module Title | Employment Law          |
| Owning School       | Business and Management |
| Career              | Undergraduate           |
| Credits             | 20                      |
| Academic level      | FHEQ Level 6            |
| Grading Schema      | 40                      |

### Teaching Responsibility

|                                   |
|-----------------------------------|
| LJMU Schools involved in Delivery |
| Business and Management           |

### Learning Methods

| Learning Method Type | Hours |
|----------------------|-------|
| Lecture              | 11    |
| Tutorial             | 11    |
| Workshop             | 22    |

### Module Offering(s)

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

### Aims and Outcomes

|      |  |
|------|--|
| Aims | To provide students with an understanding of the purpose of employment regulation and its role in management decision making and to manage contemporary HR issues strategically and lawfully with particular regard to unfair dismissal law. |
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**After completing the module the student should be able to:**

### Learning Outcomes

| Code | Number | Description  |
|------|--------|--|
| MLO1 | 1      | Critically assess the purpose of employment regulation and its role in management decision making.       |
| MLO2 | 2      | Manage contemporary HR issues strategically and lawfully with particular regard to unfair dismissal law. |
| MLO3 | 3      | Manage contemporary HR issues strategically and lawfully with particular regard to discrimination law.   |
| MLO4 | 4      | Evaluate the contribution of employment law to organisational performance.                               |

### Module Content

|                        |   |
|------------------------|---|
| Outline Syllabus       | UK employment courts and tribunals<br>EU impact on UK employment law<br>The contract of employment<br>Employment status<br>Discrimination Law<br>Unfair Dismissal Law<br>Handling Discipline and Grievance<br>Managing Conflict<br>Whistleblowing, Freedom of Information and Data Protection<br>The role of ACAS<br>The role of Unions<br>Transfer of Undertakings and managing change |
| Module Overview        | This module provides you with an understanding of the purpose of employment regulation and its role in management decision making. You will learn to manage contemporary human resource issues strategically and lawfully with particular regard to unfair dismissal law.   |
| Additional Information | This module forms part of the Managing People and Organisations pathway.  |

### Assessments

| Assignment Category | Assessment Name | Weight | Exam/Test Length (hours) | Module Learning Outcome Mapping |
|---------------------|-----------------|--------|--------------------------|---------------------------------|
| Centralised Exam    | 2HR Exam        | 100    | 2                        | MLO1, MLO2, MLO3, MLO4          |

### Module Contacts

#### Module Leader

| Contact Name | Applies to all offerings | Offerings |
|--------------|--------------------------|-----------|
| Gemma Dale   | Yes                      | N/A       |

#### Partner Module Team

| Contact Name | Applies to all offerings | Offerings |
|--------------|--------------------------|-----------|
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