

Liverpool John Moores University

Title: EMPLOYMENT RELATIONS AND LEGAL CONTEXT
Status: Definitive
Code: **6031BUSBS** (119775)
Version Start Date: 01-08-2021

Owning School/Faculty: Business and Management
Teaching School/Faculty: Business and Management

Team	Leader
Jane Aspinall	Y

Academic Level: FHEQ6
Credit Value: 24
Total Delivered Hours: 78
Total Learning Hours: 240
Private Study: 162

Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours
Workshop	78

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	Report	Individual - Report usually submitted at the end of semester 1.	50	
Report	Report	Individual - Case study based report normally submitted at the end of semester 2.	50	

Aims

To analyse the development of, perspectives on, practice of and approaches to employment law and employment relations.

Learning Outcomes

After completing the module the student should be able to:

- 1 Review and evaluate employment relations concepts, practice and strategies.
- 2 Analyse the sources, and context of UK Employment Law, including the influence of Europe on contemporary Employment Legislation.
- 3 Analyse the changing nature of Employment Relations within contemporary organisations.
- 4 Evaluate the impact of Employment Legislation and organisational management style upon contemporary organisations.

Learning Outcomes of Assessments

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

Report	1	2
Report	3	4

Outline Syllabus

Context of Employment Relations – UK & EU Organisations and institutions
Context of Employment Relations - UK & EU Environmental influences
Development and context of Employment Legislation – UK
Development and context of Employment Legislation – EU
Organisational and Management approaches to Employment Relations and Employment Law
Employee Involvement, Participation and Engagement
Employee Organisations
Negotiation of Employment matters
Contracts of Employment and the Employment Relationship
Individual Employment Rights
Managing the Reward Relationship
Dispute Resolution
Grievance and Disciplinary issues
Fair Dismissal?
Employment Tribunals
Organisational Change Management
Organisational Release and Redundancy
Contemporary Issues

Learning Activities

Workshops to analyse concepts and practice, utilising case studies, cases and discussion of key issues.

Notes

Formative assessment takes place through workshop activities linked to private study.