

Liverpool John Moores University

Title: Employment Relations and Legal Framework
Status: Definitive
Code: **6140BUSHR** (123949)
Version Start Date: 01-08-2021

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

Team	Leader
Maddy Petzer	Y
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Academic Level: FHEQ6 **Credit Value:** 20 **Total Delivered Hours:** 44
Total Learning Hours: 200 **Private Study:** 156

Delivery Options

Course typically offered: Semester 1

Component	Contact Hours
Workshop	44

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	Individual	2000 word Individual Report – Advice to contemporary organisations with academic supporting analysis	100	

Aims

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

Learning Outcomes

After completing the module the student should be able to:

- 1 Review and analyse the contexts, concepts, stakeholders and contemporary business practice in employment relations preventing and resolving disciplinary and grievance issues.
- 2 Analyse the sources and context of employment legislation and its impact upon contemporary organisations.
- 3 Review and analyse the relationships and role of individual and collective groupings of employees and management in contemporary employment relations.
- 4 Analyse approaches to conflict resolution, reflect on the preparation and practice of an Employment Tribunal from a HR perspective.

Learning Outcomes of Assessments

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

Report 1	1	2	3	4
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Outline Syllabus

Contexts of Employment Relations
Concepts, sources and development of Employment Legislation
Contracts of Employment and the Employment relationship
Organisational and management approaches to Employment Relations
Employee Representation and Employee organisations
Concepts of Employee engagement and employee voice
Organisational approaches to employee engagement
Conflict resolution and approaches to dispute resolution
Discipline and grievance handling
Organisational Release, Redundancy and fair dismissal
Employment Tribunals

Learning Activities

Workshops to analyse concepts and practice, including the use of case studies and discussion of contemporary organisational approaches within an academic framework.

Notes

Concepts and practice of employment relations.