

Summary Information

Module Code	6313BUSBS
Formal Module Title	Employment Law in Context
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
Seminar	33

Module Offering(s)

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

Aims and Outcomes

Aims	The module forms part of the BABS HRM ROUTE which aims to provide the knowledge requirements of the CIPD Certificate HRM Intermediate Standards
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After completing the module the student should be able to:

Learning Outcomes

Code	Number	Description
MLO1	1	Evaluate and explain the nature of the employment relationship, employee rights, employer responsibilities and collective agreements.
MLO2	2	Demonstrate knowledge of lawful and pluralist management of recruitment, selection, pay and change management issues.
MLO3	3	Know how to work in partnership, with unions, lawyers and others to implement strategies and practices intended to advance the dignity of all people at work and protect them from unlawful discrimination.
MLO4	4	Analyse and explain the protection from unfair dismissal and best practice in managing grievances, disciplinary, capability and exit related matters.
MLO5	5	Comment on the future of employment regulation, employee voice and access to justice and their implications for business.

Module Content

Outline Syllabus	History of UK employment law: master and servant Individual employee rights Employment status; employees, contractors, workers The influence of European law Tribunals and courts systems The contract of employment Flexible working, working time Pay; the national minimum and the living wage Collective Agreements Negotiations and managing change in terms and conditions Discrimination Law; the Equality Act and beyond Recruiting and selecting fairly Unfair Dismissal Law Managing grievance Managing discipline Reasonableness and potentially fair reasons Exit Managing relationships with lawyers, consultants, unions Strategic decision making in employment law, integrated approaches.
Module Overview	
Additional Information	This module delivers specialist HRM content to BABS students who may be aspiring line managers and/or HR managers. It considers the roles of line managers and HR managers in a range of organisations of different sizes and sectors. The module will provide the knowledge requirements of the Chartered Institute of Personnel and Development Certificate in HRM at Intermediate Standards and as part of the HRM Route will equip students with the academic content required to achieve Associate Membership of CIPD. The module is mapped against LJMU WOW skills and graduate skills, is fully accessible through Canvas and supported by on line materials through recommended texts.

Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Module Learning Outcome Mapping
Report	Report	100	0	MLO1, MLO2, MLO3, MLO4, MLO5

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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