

Liverpool John Moores University

Title: EMPLOYMENT LAW IN CONTEXT
Status: Definitive
Code: **6313BUSBS** (122077)
Version Start Date: 01-08-2021

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

Team	Leader
Gemma Dale	Y

Academic Level: FHEQ6 **Credit Value:** 20 **Total Delivered Hours:** 44
Total Learning Hours: 200 **Private Study:** 156

Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Lecture	11
Seminar	33

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	RPT	To replace existing assessment strategy due to COVID 19	100	3

Aims

The module forms part of the BABS HRM ROUTE which aims to provide the knowledge requirements of the CIPD Certificate HRM Intermediate Standards

Learning Outcomes

After completing the module the student should be able to:

- 1 Evaluate and explain the nature of the employment relationship, employee rights, employer responsibilities and collective agreements.
- 2 Demonstrate knowledge of lawful and pluralist management of recruitment, selection, pay and change management issues.
- 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.
- 4 Analyse and explain the protection from unfair dismissal and best practice in managing grievances, disciplinary, capability and exit related matters.
- 5 Comment on the future of employment regulation, employee voice and access to justice and their implications for business.

Learning Outcomes of Assessments

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

REPORT	1	2	3	4	5
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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.

Learning Activities

Lectures are used to introduce different conceptual frameworks in high performance working and engagement and to direct independent study time.

The weekly 3 hour seminar allows rich discussion, group work, case studies, role play and the application of theory to practice.

Notes

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 Blackboard and supported by on line materials through recommended texts.