

## Liverpool John Moores University

Title: MANAGING EMPLOYMENT RELATIONS  
Status: Definitive  
Code: **6500HM** (107436)  
Version Start Date: 01-08-2011

Owning School/Faculty: Liverpool Business School  
Teaching School/Faculty: Isle of Man International Business School

Team	Leader
Alex Watt	Y

**Academic Level:** FHEQ6  
**Credit Value:** 12.00  
**Total Delivered Hours:** 21.50  
**Total Learning Hours:** 120  
**Private Study:** 98

### Delivery Options

Course typically offered: Runs Twice - S1 & S2

Component	Contact Hours
Lecture	19.500

**Grading Basis:** 40 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Exam	AS1	examination	50.0	2.00
Essay	AS2	coursework: presentation and written work	50.0	

### Aims

*The module provides conceptual understanding and skills development in the context of the individual employment relationship.*

### Learning Outcomes

After completing the module the student should be able to:

- 1 Critically evaluate the content of individual employment protection legislation.

- 2 Differentiate between the nature of disciplinary, grievance and redundancy situations, problems, practices and procedures.
- 3 Demonstrate how to handle problems concerning discipline, grievance and redundancy.
- 4 Assess the nature and causes of discrimination in the workplace.
- 5 Examine, develop and deploy the skills required in individual and collective negotiations.

## Learning Outcomes of Assessments

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

EXAM	1	2	3	4	5
ESSAY	2	3	5		

## Outline Syllabus

*UK and EU individual employment law*

*Negotiation and negotiating skills*

*Discipline and grievance within the employment relationship*

*Handling disciplinary and grievance-related problems*

*Discrimination within the workplace*

*Equal opportunities and management of diversity roles of employers, unions, Equal*

*Opportunities Commission, Commission for Racial Equality and the Disability.*

*Handling discrimination, sexual and racial harassment.*

*Managing unfair dismissal and redundancy.*

*Employment tribunal procedure and practice.*

## Learning Activities

These will take the form of lectures, tutorials, interactive workshops and role-plays in relations to the learning outcomes.

## References

<b>Course Material</b>	Book
<b>Author</b>	Rose, Ed
<b>Publishing Year</b>	2001
<b>Title</b>	Employment Relations
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	London, Pearson
<b>ISBN</b>	

<b>Course Material</b>	Book
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<b>Author</b>	Gennard and Judge
<b>Publishing Year</b>	1998
<b>Title</b>	Employee Relations
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	IPD
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	Various CRE and EOC publications
<b>Publishing Year</b>	0
<b>Title</b>	
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	
<b>ISBN</b>	

<b>Course Material</b>	Book
<b>Author</b>	ACAS handbooks
<b>Publishing Year</b>	0
<b>Title</b>	
<b>Subtitle</b>	
<b>Edition</b>	
<b>Publisher</b>	
<b>ISBN</b>	

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## Notes

The module provides an insight into how the various issues outlined in the syllabus should be dealt with by management. An introduction to employment law is essential in order to assess the nature and extent of employer best practice. Coursework will include preparation, enacting and writing up cases dealing with negotiation, discipline and grievance, discrimination and harassment.

This is a full-time version of this module.