

Liverpool John Moores University

Title: EMPLOYMENT RELATIONS AND LEGAL CONTEXT
Status: Definitive
Code: **6509HEPBS** (118870)
Version Start Date: 01-08-2011

Owning School/Faculty: Liverpool Business School
Teaching School/Faculty: HELP College

Team	Leader
Charlotte Tommins	Y

Academic Level: FHEQ6
Credit Value: 24.00
Total Delivered Hours: 78.00
Total Learning Hours: 240
Private Study: 162

Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours
Workshop	78.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	Report	Individual - Report usually submitted at the end of semester 1.	50.0	
Report	Report	Individual - Case study based report normally submitted at the end of semester 2.	50.0	

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:

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

Report	LO	LO
	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.

References

Course Material	Book
Author	Lewis, D and Sargeant, M
Publishing Year	2009
Title	Essentials of Employment Law
Subtitle	
Edition	10th edition
Publisher	CIPD
ISBN	

Course Material	Book
Author	Daniels, K
Publishing Year	2008
Title	Employment Law
Subtitle	An introduction for HR and Business Students
Edition	2nd edition
Publisher	CIPD
ISBN	

Course Material	Book
Author	Rose, E
Publishing Year	2008
Title	Employment Relations
Subtitle	
Edition	3rd edition
Publisher	Financial Times Prentice Hall
ISBN	

Course Material	Book
Author	Rollinson, D and Dundon, T
Publishing Year	2007
Title	Understanding Employment Relations
Subtitle	
Edition	
Publisher	McGraw-Hill Education
ISBN	

Notes

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