

Summary Information

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| Module Code | 6704ORYXHR |
| Formal Module Title | Employment Relations and Legal Framework |
| Owning School | Business and Management |
| Career | Undergraduate |
| Credits | 20 |
| Academic level | FHEQ Level 6 |
| Grading Schema | 40 |

Module Contacts**Module Leader**

| Contact Name | Applies to all offerings | Offerings |
|---------------------|---------------------------------|------------------|
| Oliver Kayas | Yes | N/A |

Module Team Member

| Contact Name | Applies to all offerings | Offerings |
|---------------------|---------------------------------|------------------|
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Partner Module Team

| Contact Name | Applies to all offerings | Offerings |
|---------------------|---------------------------------|------------------|
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Teaching Responsibility

| LJMU Schools involved in Delivery |
|--|
| Business and Management |

Partner Teaching Institution

| Institution Name |
|----------------------------|
| Oryx Universal College WLL |

Learning Methods

| Learning Method Type | Hours |
|----------------------|-------|
| Workshop | 44 |

Module Offering(s)

| Offering Code | Location | Start Month | Duration |
|---------------|----------|-------------|----------|
| APR-PAR | PAR | April | 12 Weeks |
| JAN-PAR | PAR | January | 12 Weeks |
| SEP-PAR | PAR | September | 12 Weeks |

Aims and Outcomes

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| Aims | To analyse the development of, perspectives on and practice of employment relations and employment law. |
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Learning Outcomes

After completing the module the student should be able to:

| Code | Description |
|------|--|
| MLO1 | Review and analyse the contexts, concepts, stakeholders and contemporary business practice in employment relations preventing and resolving disciplinary and grievance issues. |
| MLO2 | Analyse the sources and context of employment legislation and its impact upon contemporary organisations. |
| MLO3 | Review and analyse the relationships and role of individual and collective groupings of employees and management in contemporary employment relations. |
| MLO4 | Analyse approaches to conflict resolution, reflect on the preparation and practice of an Employment Tribunal from a HR perspective. |

Module Content

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

Module Overview

Concepts and practice of employment relations.

Additional Information

Assessments

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