

Liverpool John Moores University

Title: Employment Relations and Legal Framework
Status: Definitive
Code: **7004BUSMHR** (123931)
Version Start Date: 01-08-2021

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

Team	Leader
Maddy Petzer	Y
Paul Mcevoy Clarke	

Academic Level: FHEQ7 **Credit Value:** 20 **Total Delivered Hours:** 44
Total Learning Hours: 200 **Private Study:** 156

Delivery Options

Course typically offered: Semester 2 and Summer

Component	Contact Hours
Workshop	44

Grading Basis: 50 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	Ind Report	3000 word evaluation and recommendations relating to contemporary employment relations strategy in contemporary organisation context.	100	

Aims

Taking account of the legal framework and other contexts to evaluate a range of perspectives, concepts and strategies for employment relations in contemporary organisations.

Learning Outcomes

After completing the module the student should be able to:

- 1 Synthesise the different perspectives, ideologies, contexts and constraints within which employment relations decisions are made.
- 2 Evaluate the legal and other external contexts within which employment relations decisions are made.
- 3 Analyse the relevance of policies in employment relations areas such as employee engagement; employee voice; conflict resolution; management of underperformance; discipline and grievance, dismissal and employment tribunals.
- 4 Evaluate the complexity of relationships between various stakeholders in employment relations and the need for strategic integration of employment relations policies with other HR policies taking account of organisation culture and objectives.

Learning Outcomes of Assessments

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

Individual Report	1	2	3	4
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Outline Syllabus

Perspectives and concepts providing frameworks for Employment Relations
Legal and other external contexts of Employment Relations
Concepts, sources and development of Employment Legislation
Strategic options for managing Employment Relations
Role and contribution of Employee Representation and Employee organisations
Concepts of Employee engagement and employee voice
Conflict resolution and approaches to dispute resolution
Managing poor performance and underachievement
Discipline and grievance handling
Redundancy and fair dismissal
Employment Tribunals

Learning Activities

Lecture / Workshop format. Students will be required to apply their knowledge within varying organisational contexts and to review and evaluate contemporary literature/research. Case studies will be used to assist in this process and students will discuss approaches used in known organisations.

Notes

Evaluation of employment relations. Impact in contemporary organisations.