

Liverpool John Moores University

Title: EMPLOYEE RELATIONS AND MOTIVATION
Status: Definitive
Code: **7004OCCPSY** (113756)
Version Start Date: 01-08-2011

Owning School/Faculty: Natural Sciences & Psychology
Teaching School/Faculty: Natural Sciences & Psychology

Team	Leader
Andy Tattersall	Y
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Academic Level: FHEQ7 **Credit Value:** 12.00 **Total Delivered Hours:** 26.00
Total Learning Hours: 120 **Private Study:** 94

Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Lecture	24.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Exam	Exam	Examination	100.0	2.00

Aims

- 1. To enable students to evaluate theory and research concerning employee relations and motivation in the work place.*
- 2. To enable students to explain the nature, complexity and possible origins of various motivational and employee relations issues in the work place.*
- 3. To enable students to compare and evaluate various approaches designed to address particular motivational and employee relations problems in the work place.*

Learning Outcomes

After completing the module the student should be able to:

- 1 Critically appraise theory and research concerning employee relations and motivation in the workplace.
- 2 Demonstrate specialized subject knowledge about the nature, complexity and possible origins of various motivational and employee relations issues in the workplace.
- 3 Critically analyze and appraise various approaches designed to address particular motivational and employee relations problems in the workplace.

Learning Outcomes of Assessments

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

Examination	1	2	3
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Outline Syllabus

The need for work and the psychological effects of unemployment, theories of motivation in the work place, tardiness, absenteeism and turnover, employee involvement and employee participation in decision making, conflict and co-operation, bargaining and negotiation, leadership in the work place, I.T. systems and group working.

Learning Activities

1. Attend lectures.
2. Participate in class discussions.
3. Complete recommended reading

References

Course Material	Book
Author	Andriessen, E.J.H. and Drenth, P.J.D.
Publishing Year	1998
Title	Leadership
Subtitle	theories and models. In P.J.D. Drenth, H. Thierry & deWolff (Eds) Handbook of Work and Organizational Psychology.
Edition	
Publisher	Psychology Press
ISBN	

Course Material	Book
Author	Salamon, M.
Publishing Year	1998

Title	Industrial Relations
Subtitle	Theory and Practice
Edition	3rd
Publisher	Prentice-Hall
ISBN	

Course Material	Book
Author	Yukl, G.
Publishing Year	1999
Title	'An evaluative essay on current conceptions of effective leadership.' European Journal of Work and Organizational Psychology.
Subtitle	8, 33-48.
Edition	
Publisher	
ISBN	

Notes

This module is based on the BPS knowledge area of the same name. The module examines the need for work and the psychological effects of unemployment, theories of motivation, causes of absenteeism and turnover, employee involvement and participation in decision making, conflict, co-operation, bargaining and negotiation in the work place, organizational leadership, the design and social effects of I.T. systems and group working.