

Module Information

2022.01, Approved

Summary Information

Module Code	7006LBSMHR
Formal Module Title	Managing and Leading Employment Relations
Owning School	Business and Management
Career	Postgraduate Taught
Credits	20
Academic level	FHEQ Level 7
Grading Schema	50

Teaching Responsibility

LJMU Schools involved in Delivery
Business and Management

Learning Methods

Learning Method Type	Hours
Workshop	24

Module Offering(s)

Display Name	Location	Start Month	Duration Number Duration Unit
JAN-MTP	MTP	January	12 Weeks

Aims and Outcomes

Aims	This module explores the different approaches organisations and people managers undertake to manage and develop employment relations. The module investigates the historical development of collective workplace negotiations, the relationship with trade unions and staff representatives and the move towards the individualisation of the employer / employee relationship. The module will critically evaluate employment relations theories and conceptual frameworks and how these influence leadership approaches and relationship management within contemporary organisational settings.
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After completing the module the student should be able to:

Learning Outcomes

Code	Number	Description
MLO1	1	Critically evaluate different approaches organisations and people managers undertake to manage and develop employment relations and employee engagement, voice, involvement, and participation.
MLO2	2	Investigate and analyse the role of leaders and organisation culture in forming the employment relationship
MLO3	3	Strategically analyse and investigate the impact and influence external and internal stakeholders have on the management of employment relations within an organisation.
MLO4	4	Critically analyse the strategic role people professionals undertake to collaborate and negotiate with people representatives such as trade unions.

Module Content

Outline Syllabus	Approaching Employment Relations – Unitarism, Pluralism & Radical Perspectives Leadership and Employment Relations – The Balancing of Power & Fostering of Culture Cooperation and Conflict Within the Employment Relationship in Different Organisational Contexts. The Role of Trade Unions and Employee Representation – An Evolving Dynamic The Influence of External Stakeholders and Contemporary Employment Relations Evaluating Total & Smart Reward Strategies Strategic and Effective Negotiations & Consultations Globalisation and International Developments - The role of the State in Regulating Employment Relations The Growth of Precarious Work – Economy, High and Low Skills and The Role of The Robot Employee Engagement, Voice, Involvement & Participation – A Strategic People Approach Unlocking Organisational Performance Through Employee Voice Strategic and Leadership Approaches to Disciplinary and Grievance – what does it say about the organisation?
Module Overview	
Additional Information	Workshops to analyse concepts and practice, including the use of case studies and discussion of contemporary organisational approaches within an academic framework.

Assessments

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

Module Contacts

Module Leader

Contact Name	Applies to all offerings	Offerings
Paul McEvoy Clarke	Yes	N/A

Partner Module Team

Contact Name	Applies to all offerings	Offerings

