

## Liverpool John Moores University

Title: MANAGING EMPLOYMENT RELATIONS  
Status: Definitive  
Code: **7057BUSHM** (116266)  
Version Start Date: 01-08-2018

Owning School/Faculty: Academic Portfolio  
Teaching School/Faculty: Academic Portfolio

Team	Leader
Charlotte Tommins	Y

**Academic Level:** FHEQ7      **Credit Value:** 15      **Total Delivered Hours:** 32.5  
**Total Learning Hours:** 150      **Private Study:** 117.5

### Delivery Options

Course typically offered: Semester 1

Component	Contact Hours
Workshop	32.5

**Grading Basis:** 40 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	AS1	The 3,000 word assignment will require course members to evaluate the relevance of contemporary research to an organization context.	100	

### Aims

*To enable learners to evaluate a range of perspectives, debates and concepts associated with managing employment relations strategies and analyse their impact on organizations and their employees in unionised and non-unionised organizations.*

### Learning Outcomes

After completing the module the student should be able to:

- 1 Synthesise the different perspectives, ideologies and contexts which define employment relations.
- 2 Evaluate the complexity of relationships between and influence of different organizational and external stakeholders in the management of the employment relationship.
- 3 Justify and evaluate policies in Employment Relations areas which support organizational performance such as employee engagement, communication, involvement and participation and partnership working.
- 4 Formulate appropriate strategies for organisations to approach employment relations situations, including organization change; conflict management; negotiation and bargaining; discipline and grievance; dismissal and organizational release; employment tribunals.
- 5 Evaluate the need for strategic integration of employment relations policies and practice with other areas of Human Resource Management, and with organisation culture and objectives.

### **Learning Outcomes of Assessments**

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

RPT	1	2	3	4	5
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### **Outline Syllabus**

*Perspectives on Employment Relations*

*Stakeholders and concepts shaping Employment Relations.*

*Strategic options for managing employment relations*

*Role and contribution of employee organisations*

*Employee involvement and participation*

*Collective conflict management - Negotiation, Bargaining and agreements*

*Individual conflict management - Grievance, discipline and dismissal*

*Organisational release.*

### **Learning Activities**

Lecture / Workshop format. Students will be required to apply their knowledge within varying organizational 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 organizations. Blackboard discussion groups and on line provision of session materials.

### **Notes**

This module is available as a module within the LJMU Masters in Human Resource Management and as a standalone module for CPD purposes.

