

## Module Information

2022.01, Approved

### Summary Information

Module Code	7504UNIHR
Formal Module Title	Employment Relations and Legal Framework
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
LJMU Partner Taught

### Partner Teaching Institution

Institution Name
Unicaf

### Learning Methods

Learning Method Type	Hours
Online	33

### Module Offering(s)

Display Name	Location	Start Month	Duration Number Duration Unit
JAN-PAR	PAR	January	28 Weeks

### Aims and Outcomes

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.
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**After completing the module the student should be able to:**

### Learning Outcomes

Code	Number	Description
MLO1	1	Synthesise the different perspectives, ideologies, contexts and constraints within which employment relations decisions are made.
MLO2	2	Evaluate the legal and other external contexts within which employment relations decisions are made.
MLO3	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.
MLO4	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.

### Module Content

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
Module Overview	
Additional Information	Evaluation of employment relations. Impact in contemporary organisations.

### Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Module Learning Outcome Mapping
Essay	Essay 1	50	0	MLO1, MLO2
Essay	Essay 2	50	0	MLO3, MLO4

### Module Contacts

#### Module Leader

Contact Name	Applies to all offerings	Offerings
Madeleine Stevens	Yes	N/A

#### Partner Module Team

Contact Name	Applies to all offerings	Offerings
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