

Liverpool John Moores University

Title: EMPLOYMENT RELATIONS: POLICIES AND PRACTICE
Status: Definitive
Code: **7505PD** (103678)
Version Start Date: 01-08-2011

Owning School/Faculty: Liverpool Business School
Teaching School/Faculty: Dublin Business School

Team	Leader
Alistair Beere	Y

Academic Level: FHEQ7
Credit Value: 15.00
Total Delivered Hours: 78.00
Total Learning Hours: 150
Private Study: 72

Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Lecture	26.000
Online	39.000
Workshop	13.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	Individual written assignment	100.0	

Aims

To enable students to relate employee relations strategy to corporate strategy.

To provide a conceptual framework for analysing the development, structure, policies and practices of employment relations.

Learning Outcomes

After completing the module the student should be able to:

- 1 Critically evaluate employment relations policies and practices as applied to contemporary organisations.
- 2 Assess the relevance of employment relations strategies within unionised and non-unionised contexts.
- 3 Demonstrate how to handle employment relations problems of conflict resolution, dismissal, discipline, grievance and redundancy.
- 4 Assess the implications of the evolving role of trade unions for management policy and practice.

Learning Outcomes of Assessments

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

Essay	1	2	3	4
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Outline Syllabus

National and international contexts of employment relations
Role of government in employment relations- comparative examples
Role of employers, trade unions and employee representatives
Employee voice:
involvement, participation and partnership
Collective bargaining: negotiation and conflict resolution
Discipline, dismissal, grievance and redundancy

Learning Activities

Lecture and interactive discussion
 Discussion of current management theories and issues
 Case studies
 Reflection on learning experiences

References

Course Material	Book
Author	Rose, E
Publishing Year	2004
Title	Industrial relations: theory and practice
Subtitle	
Edition	4th
Publisher	Prentice Hall
ISBN	

Course Material	Book
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Author	Saloman, M
Publishing Year	2000
Title	Employment Relations
Subtitle	
Edition	4th
Publisher	Financial Times, Prentice Hall
ISBN	

Notes

To provide a conceptual framework for the analysis of employment relations