# **Liverpool** John Moores University

Title: EMPLOYEE RELATIONS

Status: Definitive

Code: **7511PD** (103683)

Version Start Date: 01-08-2011

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

Team	emplid	Leader
Graham Padgett		Y

Academic Credit Total

Level: FHEQ7 Value: 15.00 Delivered 36.00

**Hours:** 

Total Private

Learning 150 Study: 114

**Hours:** 

**Delivery Options** 

Course typically offered: Runs Twice - S1 & S2

Component	Contact Hours
Lecture	24.000
Tutorial	12.000

Grading Basis: 40 %

#### **Assessment Details**

Category	Short Description	Description	Weighting (%)	Exam Duration
Essay	AS1	Individual 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 nonunionised contexts.
- 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

# **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	Gunnigle, P, McMahon, G and Fitzgerald, G
Publishing Year	1999
Title	Industrial Relations in Ireland: Theory and Practice
Subtitle	
Edition	
Publisher	Revised edition, Dublin, Gill and Macmillan
ISBN	

Course Material	Book
Author	Rose, E
Publishing Year	2004

Title	Industrial relations: theory and practice
Subtitle	
Edition	
Publisher	4th edition, Prentice Hall
ISBN	

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

# **Notes**

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