



University of the  
West of England

**CORPORATE AND ACADEMIC SERVICES**

**MODULE SPECIFICATION**

Part 1: Basic Data					
Module Title	Employment Relations				
Module Code	UMPD7E-15-2	Level	2	Version	1
Owning Faculty	FBL	Field	HRM		
Contributes towards	BA (Hons) Business Studies; BA (Hons) Business and HRM;				
UWE Credit Rating	15	ECTS Credit Rating	7.5	Module Type	Standard
Pre-requisites	None		Co- requisites	None	
Excluded Combinations	None		Module Entry requirements		
Valid From	September 2013		Valid to		

<b>CAP Approval Date</b>	QMAC Dec 11
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Part 2: Learning and Teaching	
Learning Outcomes	<p>On successful completion of this module students will be able to:</p> <ol style="list-style-type: none"> <li>1. Critically evaluate different theoretical perspectives of employment relations (ER) (component A and B)</li> <li>2. Interpret core concepts in the analysis of ER, including the role and interests of management, government, workers and their trade unions. (component A and B)</li> <li>3. Explore the impact of globalisation on employment relations with reference to MNC's and international organisations' (component B)</li> <li>4. Understand recent developments in the organization of work and how these impact upon the management of employee relations. (components A and B)</li> <li>5. Evaluate case studies of contemporary developments in employment relations and systems of management control in different employment sectors. (components A and B)</li> <li>6. Analyse the impact of international and EU integration on employment relations, including worker participation (component B)</li> <li>7. Think critically, examine problems and issues from a number of perspectives, challenge viewpoints, ideas and concepts, and make well-reasoned judgements. Demonstrate skills in independent learning, team work, discussion and debate (Partly assessed by both components A and B)</li> <li>8. Develop research and appropriate academic writing skills and the ability to summarise and critique complex ideas (components A and B)</li> <li>9. Describe and interpret various research data (components A and B).</li> </ol>

Syllabus Outline	<p>The module will cover the following broad topics:</p> <ul style="list-style-type: none"> <li>• The theory of the Employment Relationship</li> <li>• The role of trade Unions, employers and managers and the State</li> <li>• Trade union decline and renewal</li> <li>• Conflict, industrial action and Employment Relations</li> <li>• Pay determination</li> <li>• Employment relations in SME's</li> <li>• Control in the workplace</li> <li>• The impact of the EU on employment relations</li> <li>• EU and worker participation</li> <li>• Globalisation and employment relations</li> </ul>
Contact Hours/Scheduled Hours	Three hours per week.
Teaching and Learning Methods	<p><b>Scheduled learning</b> will consist of a combination of weekly lectures, tutorials and where appropriate guest speakers, with the addition of assisted research and essay development activities.</p> <p><b>Independent learning</b> includes approximately 110-120 hours engagement with essential reading materials and preparing tutorial activities and essay-related work.</p> <p>Extensive use will be made of Blackboard for guided independent study work; to support students' learning; to facilitate interactions between students e.g. for group project work. Students will also be directed towards the University Library online Study Skills resources for the development of skills appropriate to the level and style of the module. In addition a number of e-learning resources will also be used, including:</p> <ul style="list-style-type: none"> <li>- The MySkills Study Skills website at <a href="http://www.uwe.ac.uk/library/resources/hub/">http://www.uwe.ac.uk/library/resources/hub/</a></li> <li>- Skills4study (s4s) as part of the MySkills resource [Academic reading and note making; Critical thinking; Academic writing; Referencing and plagiarism]</li> <li>- iSkillzone <a href="http://iskillzone.uwe.ac.uk">http://iskillzone.uwe.ac.uk</a> [workshops for information retrieval, referencing, evaluation skills and literature reviewing <a href="http://www1.uwe.ac.uk/library/help.aspx">http://www1.uwe.ac.uk/library/help.aspx</a></li> <li>- Learn Higher <a href="http://www.learnhigher.ac.uk/Students.html">http://www.learnhigher.ac.uk/Students.html</a></li> </ul>
Key Information Sets Information	<p>Key Information Sets (KIS) are produced at programme level for all programmes that this module contributes to, which is a requirement set by HESA/HEFCE. KIS are comparable sets of standardised information about undergraduate courses allowing prospective students to compare and contrast between programmes they are interested in applying for.</p>

Key Information Set - Module data				
Number of credits for this module				15
Hours to be allocated	Scheduled learning and teaching study hours	Independent study hours	Placement study hours	Allocated Hours
150	36	114	0	150

The table below indicates as a percentage the total assessment of the module which constitutes a -

**Written Exam:** Unseen written exam, open book written exam, In-class test

**Coursework:** Written assignment or essay, report, dissertation, portfolio, project

**Practical Exam:** Oral Assessment and/or presentation, practical skills assessment, practical exam

Please note that this is the total of various types of assessment and will not necessarily reflect the component and module weightings in the Assessment section of this module description:

Total assessment of the module:	
Written exam assessment percentage	50%
Coursework assessment percentage	50%
Practical exam assessment percentage	0%
	100%

#### Reading Strategy

All students will be encouraged to make full use of the electronic resources available to them through membership of the University. These include a range of electronic journals and a wide variety of resources available through web sites and information gateways. Students will be presented with opportunities within the curriculum to develop their information retrieval and evaluation skills in order to identify such resources effectively, namely in the scheduled weekly hour for essay development. Many key readings will be available electronically from the UWE library and on blackboard.

#### Essential reading

Williams, S. and Adam-Smith, D. (2010) *Contemporary Employment Relations. A Critical Introduction*. Oxford University Press.

Students are expected to purchase this book as it covers most theoretical and conceptual material required for the first half of the course: employment relations theory; key actors, procedures and practices; contextual change; the role of management; trade union decline and renewal; and the role of government.

#### Further reading

The following books are also required for the second part of the course and cover most international and comparative topics. Both are available electronically and can be accessed remotely in the UWE library website:

Bamber, R; Lansbury, N Wailes (Eds) (2011 or 2004\*). *International and Comparative Employment Relations* London: Sage.

Morley P Gunnigle and Collings, G. (Eds.) (2006) *Global Industrial Relations*.

	London: Routledge.
Indicative Reading List	<p>Blyton, B., Heery, E. and Turnbull, P. (eds) (2011) <i>Reassessing the Employment</i>, London, Palgrave Macmillan.</p> <p>Charlwood, A. and Terry, M. (2007) 21<sup>st</sup> century models of employee representation: structures, processes and outcomes. <i>Industrial Relations Journal</i> 38 (4): 320-337</p> <p>Colling, T. and Terry, M. (2010) <i>Industrial Relations</i> 3<sup>rd</sup> edition, Chichester, Wiley and sons.</p> <p>Gilman, M., Edwards, P., Monder, R. and Arrowsmith, J. (2002) Pay determination in small firms in the UK: the case of the response to the National Minimum Wage, <i>Industrial Relations Journal</i> 33 (1):52-67</p> <p>Hall, M. (2006) A cool response to the ICE regulations? Employer and trade union approaches to the new legal framework for information and consultation <i>Industrial relations Journal</i> 37 (5): 456-472)</p> <p>Hall, M. and Purcell, J. (2012) <i>Consultation at Work, regulation and Practice</i>, Oxford, Oxford University Press.</p> <p>Purcell, J. and Hall, M. (2012) <i>Voice and participation in the Modern Workplace: Challenges and Prospects</i>, ACAS <i>Future of Workplace relations Discussion Paper Series</i>, The paper can be downloaded from the ACAS website:  <a href="http://www.acas.org.uk/media/pdf/g/7/Voice and Participation in the Modern Workplace challenges and prospects.pdf">http://www.acas.org.uk/media/pdf/g/7/Voice and Participation in the Modern Workplace challenges and prospects.pdf</a></p> <p>Rubery, J., Grimshaw, D. (2003) <i>The Organisation of Employment: an international perspective</i>. London: Palgrave</p> <p>Williams, S. and Adam-Smith, D. (2010) <i>Contemporary Employment Relations. A Critical Introduction</i>. Oxford University Press.</p>

<b>Part 3: Assessment</b>		
Assessment Strategy	<p>The assessment strategy includes a 2 hour examination (component A) and a 2000 word essay (component B). Combined, these two forms of assessment will allow evaluating the extent to which the students have achieved the desired learning outcome.</p> <p>This strategy provides the students with the opportunity to demonstrate an in depth understanding of employment relations issues with a critical and analytical perspective and, through their writing expression, show the ability to examine complex ideas and challenge different viewpoints - particularly important for the understanding of employment relations from a comparative and international perspective.</p> <p>The students will be supported in developing these abilities throughout the semester, especially in the tutorials and the weekly assisted essay-development activities. Component B, the essay, and the weighting of 50% of this component, is also designed to support international students whose first language is not English to have the opportunity of developing reading and writing skills in supported conditions before being assessed in controlled conditions that require those skills.</p>	
Identify final assessment component and element	<b>Component A</b>	
% weighting between components A and B (Standard modules only)	<b>A:</b>	<b>B:</b>
	50%	50%

<b>First Sit</b>	
<b>Component A</b> (controlled conditions) <b>Description of each element</b>	<b>Element weighting</b> (as % of component)
1. Two hour examination	100%
<b>Component B</b> <b>Description of each element</b>	<b>Element weighting</b> (as % of component)
1. 2000 word essay	100%

<b>Resit (further attendance at taught classes is not required)</b>	
<b>Component A</b> (controlled conditions) <b>Description of each element</b>	<b>Element weighting</b> (as % of component)
1. Two hour examination	100%
<b>Component B</b> <b>Description of each element</b>	<b>Element weighting</b> (as % of component)
1. 2000 word essay	100%
<p>If a student is permitted an <b>EXCEPTIONAL RETAKE</b> of the module the assessment will be that indicated by the Module Description at the time that retake commences.</p>	