



Module Specification

Employment Relations

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Part 1: Information

Module title: Employment Relations

Module code: UMPD7E-15-2

Level: Level 5

For implementation from: 2023-24

UWE credit rating: 15

ECTS credit rating: 7.5

Faculty: Faculty of Business & Law

Department: FBL Dept of Business & Management

Partner institutions: None

Delivery locations: Not in use for Modules

Field: Human Resource Management

Module type: Module

Pre-requisites: None

Excluded combinations: None

Co-requisites: None

Continuing professional development: No

Professional, statutory or regulatory body requirements: None

Part 2: Description

Overview: Not applicable

Features: Not applicable

Educational aims: See Learning Outcomes

Outline syllabus: The module will cover the following broad topics:

The theory of the Employment Relationship

The role of trade Unions, employers and managers and the State

Trade union decline and renewal

Conflict, industrial action and Employment Relations

Pay determination

Employment relations in SME's

Control in the workplace

The impact of the EU on employment relations

EU and worker participation

Globalisation and employment relations

Part 3: Teaching and learning methods

Teaching and learning methods: Scheduled learning will consist of a combination of weekly lectures, tutorials and where appropriate guest speakers, with the addition of assisted research and essay development activities. There are three contact hours per week.

Independent learning includes approximately 110-120 hours engagement with essential reading materials and preparing tutorial activities and essay-related work.

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:

The MySkills Study Skills website

Skills4study (s4s) as part of the MySkills resource (Academic reading and note making; Critical thinking; Academic writing; Referencing and plagiarism)

iSkillzone (workshops for information retrieval, referencing, evaluation skills and literature reviewing)

Learn Higher

Module Learning outcomes: On successful completion of this module students will achieve the following learning outcomes.

MO1 Critically evaluate different theoretical perspectives of employment relations (ER)

MO2 Interpret core concepts in the analysis of ER, including the role and interests of management, government, workers and their trade unions

MO3 Explore the impact of globalisation on employment relations with reference to MNC's and international organisations'

MO4 Understand recent developments in the organization of work and how these impact upon the management of employee relations

MO5 Evaluate case studies of contemporary developments in employment relations and systems of management control in different employment sectors

MO6 Analyse the impact of international and EU integration on employment relations, including worker participation

MO7 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

MO8 Develop research and appropriate academic writing skills and the ability to summarise and critique complex ideas

MO9 Describe and interpret various research data

Hours to be allocated: 150

Contact hours:

Independent study/self-guided study = 114 hours

Face-to-face learning = 36 hours

Total = 150

Reading list: The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/modules/umpd7e-15-2.html) via the following link <https://uwe.rl.talis.com/modules/umpd7e-15-2.html>

Part 4: Assessment

Assessment strategy: The assessment strategy includes a 2 hour examination (Task 1) and a 2000 word essay (Task 2).

Combined, these two forms of assessment will allow evaluating the extent to which the students have achieved the desired learning outcome.

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.

The students will be supported in developing these abilities throughout the semester, especially in the tutorials and the weekly assisted essay development activities. Task 1, the essay, and the weighting of 50% of this task, 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.

If a student is permitted an EXCEPTIONAL RETAKE of the module the assessment will be that indicated by the Module Description at the time that retake commences.

Assessment components:

Written Assignment (First Sit)

Description: 2000 word essay

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO7, MO8, MO9

Examination (First Sit)

Description: Two hour examination

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO4, MO5, MO7, MO8, MO9

Written Assignment (Resit)

Description: 2000 word essay

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO7, MO8, MO9

Examination (Resit)

Description: Two hour examination

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO4, MO5, MO7, MO8, MO9

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Business and Human Resource Management {Dual} [Mar][FT][Taylors][3yrs] BA (Hons) 2022-23

Business and Human Resource Management {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2022-23

Business and Human Resource Management {Dual} [Taylors] BA (Hons) 2022-23

Business and Management {Dual} [Taylors] BA (Hons) 2022-23

International Business Management {Dual} [Taylors] BA (Hons) 2022-23

Business and Management {Dual} [Sep][FT][Frenchay][3yrs] BA (Hons) 2022-23

Business Studies {Dual} [Aug][FT][Taylors][3yrs] - Withdrawn BA (Hons) 2022-23

International Business Management {Dual} [Mar][FT][Taylors][3yrs] BA (Hons) 2022-23

International Business Management {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2022-23

Business and Management {Dual} [Frenchay] BA (Hons) 2022-23

International Business Management [Frenchay] BA (Hons) 2022-23

International Business Management {Split Delivery} [Frenchay] BA (Hons) 2022-23

Business and Management [NepalBrit] BBA (Hons) 2022-23