



Module Specification

International Employment Relations

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Part 1: Information

Module title: International Employment Relations

Module code: UMPDTM-15-M

Level: Level 7

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

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: The module explores work and employment in different countries and world regions. A comparative and international perspective is applied in the course, providing students with a fine appreciation of the cultural and historical implications of work in the global economy. The module will also critically examine and explore the impact of international and regional labour standards and “privatised” efforts of multinational corporations and other agencies to promote good employment relations and workplace practice. The module is particularly suitable for those students

wishing to develop an international portfolio of knowledge and understanding in preparation for employment in the international field.

Features: Not applicable

Educational aims: To equip students with the knowledge and skills that will enable them to understand current developments in employment relations in different countries and world regions as well as variations in national employment relations systems and workplace practices due to different cultural and institutional traditions.

To allow students to develop and apply theoretical knowledge and problem-solving skills in the investigation and analysis of national employment relations institutions and practices.

To introduce students to the notion and practice of self-directed learning to enable them to critically investigate an employment relations topics from a comparative perspective.

Outline syllabus: Theoretical approaches to international and comparative employment relations.

Varieties of national business systems and employment relations institutions.

Change in national work systems, labour markets and industrial relations regimes.

Endurance of national historical and institutional traditions in face of global pressures for change.

Promoting good employment relations and practice – the role of international labour standards.

Location strategies of multinational corporations and “privatised” forms of global labour standards.

Part 3: Teaching and learning methods

Teaching and learning methods: Teaching comprises formal lectures supported by a range of participative activities, including small group activities and case studies. Peer learning is encouraged through activities designed to enable students to share experiences. Critical discussion of the lecture and reading materials will be expected and encouraged. A high level of discussion and participation will be expected from students during taught sessions.

Learning comprises scheduled taught sessions which include the activities described above and independent learning, which includes hours engaged with essential reading, blended learning, case study preparation, assignment preparation and completion. The sessions constitute an average time of 150 hours.

Students will use Blackboard to access the lectures, resources, blended learning and further readings.

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

MO1 Critically evaluate alternative theoretical approaches and frameworks in the fields of international and comparative employment relations.

MO2 Utilise a variety of research data sources for investigation of employment relations and practices.

MO3 Critically assess international influences on employment relations, institutions, and practices.

MO4 Identify and critically assess the main sources and forms of international labour standards.

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://rl.talis.com/3/uwe/lists/C1640600-4668-BE28-1724-9339F099B8F7.html?lang=en-GB&login=1) via the following link <https://rl.talis.com/3/uwe/lists/C1640600-4668-BE28-1724-9339F099B8F7.html?lang=en-GB&login=1>

Part 4: Assessment

Assessment strategy: Formative assessment is provided from the start of the module through the consideration and analysis of themes and topics covered in the module. Students will conduct research and present answers, lead discussion and present their research. Students will thereby benefit from class debate, commentary and feedback from the tutor.

Summative assessment takes place at the end of the module in the form of an individual written assignment of approx. 2500 words (100% of the marks). The essay question is based on topics covered throughout the module and is designed to encourage students to use learning across lectures, tutorial exercises/case studies and recommended reading.

Assessment tasks:

Written Assignment (First Sit)

Description: An individual written assignment of approx 2500 words, where students are required to address a question based on a selection of topics covered in the module.

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4

Written Assignment (Resit)

Description: An individual written assignment of approx 2500 words, where students are required to address a question based on a selection of topics covered in the module.

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Human Resource Management (International) [Frenchay] MSc 2023-24

Human Resource Management [Sep][PT][Frenchay][3yrs] MSc 2022-23