



Module Specification

Employee Relations and Employment Law

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Part 1: Information

Module title: Employee Relations and Employment Law

Module code: UMPT9P-15-M

Level: Level 7

For implementation from: 2023-24

UWE credit rating: 15

ECTS credit rating: 7.5

College: College of Business and Law

School: CBL Bristol Business School

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: HR professionals are expected to successfully respond to, if not anticipate, opportunities and challenges underlying the transformation of work. Contemporary processes such as organisational fragmentation, individualisation, internationalisation, digitalisation, and juridification, have in fact profound implications on the management of the employment relationship.

Features: Not applicable

Educational aims: To equip students with the knowledge and skills that will enable them to understand key employment relations issues and interpret their implications for organisations as well as policymakers.

To allow students to develop and apply theoretical knowledge and problem-solving skills in the investigation and analysis of aspects of employment relations and employment law perspective.

To develop knowledge and legal expertise on main areas of employment relations, applicable to practical situations.

Outline syllabus: The employment relationship, its key actors and institutions

Employment status and the employment contract

Changing labour markets and flexible working

Employee voice and silence

Collective labour law

Dismissals and redundancies

Equality in the workplace and discrimination

New technology and the future of work

Part 3: Teaching and learning methods

Teaching and learning methods: Our approach ensures a seamless and enriching student experience, combining a variety of learning materials including clear text, diagrams, animations, videos, interactive elements, quizzes, and collaborative activities.

Students are encouraged to actively engage with the content through tasks, activities, and quizzes, fostering a deeper understanding of the subject matter. These tasks are authentic, connecting learning to real-world scenarios and directly relevant to programme outcomes.

Moreover, peer learning is actively promoted, leveraging the online environment to

facilitate collaborative discussions. Structured online forums will provide a platform to share, discuss, and challenge ideas, fostering a vibrant learning community where diverse perspectives thrive.

Harnessing the power of technology, the module will make full use of online tools to engage students and foster critical thinking. Asynchronous discussion forums and collaborative tools build vibrant learning communities, enriching the educational experience beyond the digital realm.

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

MO1 Analyse the possible 'gap' between organisational aspirations towards 'best practice' in HRM and employment relations policy, procedure and practice and the reality of workplace experiences and behaviour.

MO2 Evaluate the development of employment relations and employment law in the UK and identify emerging controversies in workplace dynamics.

MO3 Critically examine the potential impact of contemporary developments in employment relations on organisational policies and practices.

MO4 Apply legislation and case law to a variety of organisational dynamics in the management of HRM.

Hours to be allocated: 150

Contact hours:

Independent study/self-guided study = 150 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/5F0693C4-1966-DDD7-24D7-71DBABC2B769.html?lang=en-GB&login=1) via the following link <https://rl.talis.com/3/uwe/lists/5F0693C4-1966-DDD7-24D7-71DBABC2B769.html?lang=en-GB&login=1>

Part 4: Assessment

Assessment strategy: Assessment for the module is summative, taking the form of critical analysis and reflection upon substantial aspects of the syllabus. Formative feedback on students' work and progress will be provided throughout the module.

The assessment strategy involves two tasks:

A) Assignment (1500 words maximum) (weighted 50% of the total module mark).

The objective is to assess students' ability to collate and organise a wide variety of source material to address a specific debate and to encourage analysis/reflection upon key theoretical/conceptual dimensions of the discipline, whilst relating theory to processes and practices.

B) Exam (weighted 50% of the total module mark). The objective is to assess students' understanding of the broad range of issues and subjects covered in relation to the effectiveness of employment law. Students will be given a choice of questions.

Assessment tasks:

Examination (Online) (First Sit)

Description: Students will be given questions in advance and will choose 1 question to answer in the exam (1.5 hours).

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO2, MO4

Written Assignment (First Sit)

Description: Students will be asked to focus on a real life employment relations issue of their choice and write an academically-informed assignment (1,500 words) that clarifies the underlying controversies

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3

Examination (Online) (Resit)

Description: Students will be given questions in advance and will choose 1 question to answer in the exam (1.5 hours).

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO2, MO4

Written Assignment (Resit)

Description: Students will be asked to focus on a real life employment relations issue of their choice and write an academically-informed assignment (1500 words) that clarifies the underlying controversies

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Human Resource Management [UWE Online] MSc 2023-24