



## **Module Specification**

### **International Employment Relations**

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## Part 1: Information

**Module title:** International Employment Relations

**Module code:** UMPCM3-15-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

**Delivery locations:** Frenchay Campus

**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:** In addition to the Learning Outcomes, the educational experience may explore, develop, and practise but not formally discretely assess the following:

Independent learning, group work and skills associated with discussion and debate

Personal organisation and study skills

Time management skills

**Outline syllabus:** The module syllabus covers:

Different theoretical approaches such as, Dunlop's systems approach, the Marxist (radical alternative), convergence theories, institutionalist theories, political economy and culture.

The values, ethics and objectives of employment relations and human resource management.

Approaches to and interpretation of recent developments in employment relations (including flexibilisation of work, job mobility and employment security and compensation) and the continuity-change debate.

Models of Advanced Capitalism (European Social Model; Anglo-Saxon Model; Asean; Developmental State Capitalism), the mode of corporate governance and employment relations institutions associated with each model and the mechanisms that link the two.

Globalisation (of markets and production systems) and intensified competition in international markets and the impact these have had on national employment relations institutions, in particular trade union organisation, wage policies and collective agreements.

The impact of "de-industrialisation", alterations in industrial structure and a shift towards economic liberalism and shareholder value on employment relations.

The idea of path dependent development and the importance of historically

embedded socio-political traditions in regulating national socio-economic systems and employment relations institutions and practices, in particular.

State-labour market relations from international and comparative perspectives as these relate to legislation, mediation and arrangements of tripartite cooperation.

Institutional complementarities or the relationship between employment relations and other spheres of economy/society (e.g. the financial system and market for corporate control, social and welfare policy, economic policy making and education and vocational training).

The importance of institutional complementarities for comparative analysis of employment relations.

Recent developments and changes in labour market organisations (membership and organisational structure), employment law, collective bargaining (decentralisation, bargaining levels, scope, depth and coverage of collective agreements) and employee representation (works councils and/or joint consultation committees) and involvement (HRM initiatives) from a comparative perspective.

Employment relations organisations and practices in public and private sectors of the economy.

The role of Regional Integration Agreements (EU, Nafta, Asean and Mercusor) and organisations such as the International Labour Organisation and the “Washington Consensus” institutions (the World Bank, the International Monetary Fund and the World Trade Organisation) on national economic and social policy regimes and employment relations institutions.

Cases of individual countries explored considering the above including; Germany, Japan, Great Britain, South Africa, Russia, China, France, India and Sweden (the country studied as individual cases can vary).

Speculation of prospects for new (or revitalised) structures and standards of

employment regulation at national and supra-national levels with reference to developments in regulatory and quasi-regulatory agencies such as the WTO, ILO and EU.

### **Part 3: Teaching and learning methods**

**Teaching and learning methods:** Relevant study skills to assist student learning can be found on the study skills web pages. However, students will be equipped with appropriate information skills within the module. Moreover, course Information and materials will be supplied via Blackboard.

Exam techniques and preparation for the in-class test will be covered in a class session. Some pre-reading in preparation for student-led sessions will be useful, although some time will be allocated for reading during the sessions. The appropriate texts will be highlighted in the module outlines.

The sessions are designed to introduce data, concepts and a framework for understanding the particular issue or theme under investigation. The sessions also provide students with the opportunity to explore issues raised in the taught component and in the literature, to debate different interpretations of contemporary developments and to extend their knowledge through discussion and other class activities (e.g. analysis of employment data, case study exercises, etc). These are an important component of the module and students should prepare adequately in order to gain maximum benefit from participation in discussion and debate.

The delivery of the module (contact) is primarily in forms of lectures and discussion with and among students.

A total of 36 hours contact time (12 x 3hour sessions).

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

**MO1** Identify and understand alternative theoretical approaches and frameworks used in the field of international and comparative employment relations

**MO2** Define and understand the central characteristics of various forms of national political economies and “models” of capitalism

**MO3** Understand, analyse and critically evaluate the impact of the global political economy and national contextual factors, including institutionalised traditions, in shaping employment relations institutions and practices

**MO4** Assess strategies of organised labour in response to the multiple challenges associated with globalisation, de-industrialisation and de- (or re-) regulation of labour markets

**MO5** Analyse and critically evaluate state and employer strategies by reference to cross- country and comparative knowledge

**MO6** Critically reflect on international diversities and similarities

**MO7** Utilise a variety of research data sources on the various countries studied in the module

**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://readinglists.uwe.ac.uk) via the following link

<https://uwe.rl.talis.com/modules/umpcm3-15-m.html>

## **Part 4: Assessment**

**Assessment strategy:** There will be two elements of course assessment designed to test students’ knowledge and critical analysis, presentation skills, data collection skills, independent study, research and analysis.

The first assessment will be a controlled in-class test from a choice of questions relating to the scheme of work. Students will be expected to develop critical analysis and utilise a range of source references appropriately listed in support of their arguments. In preparation for the test on a pre-notified question, students are expected to work together and share knowledge. The skills tested here are the assimilation of knowledge in a short time period and the ability to communicate this information in response to one set question.

Students will be also be required to complete a mini-report on a country which identifies historical paths of development in employment relations, describes appropriately the contemporary employment system and critically analyses the balance between change and continuity under the pressure of international competition. Independent study allows the student time away from the class to research, prepare and write an assignment. Therefore, a greater depth of analysis and understanding is expected.

### **Assessment components:**

#### **Report (First Sit)**

Description: Individual written mini report (2,000 words)

Weighting: 67 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO2, MO3, MO4, MO5, MO6, MO7

#### **Examination (First Sit)**

Description: Time-constrained in-class test (1.5 hours) (invigilated)

Weighting: 33 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO6

#### **Examination (Resit)**

Description: Time-constrained test (1.5 hours) (invigilated)

Weighting: 33 %

Final assessment: No

Group work: No

Learning outcomes tested:

**Report (Resit)**

Description: Individual written mini-report (2,000 words) (final assessment)

Weighting: 67 %

Final assessment: Yes

Group work: No

Learning outcomes tested:

**Part 5: Contributes towards**

This module contributes towards the following programmes of study: