



Module Specification

Employee Relations

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Part 1: Information

Module title: Employee Relations

Module code: UMPCXR-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: 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.

In addition 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

Self-organising and time management skills

Outline syllabus: The syllabus includes:

Varieties of capitalism such as the Anglo American model and the Rhineland model (for example, Germany, and co-determination). The role and response of domestic governments, labour organisations and other bodies in the process of globalisation.

Quality of working life debate in the UK/Europe in the age of globalisation.

Impact of concept of High Performance Workplaces

How the concept of employee engagement impacts of employee processes, consensus and contestation, including stakeholder perspectives.

Implementing organisational change, issues and perspectives, with especial regard to the public sector.

Handling and addressing of grievance and disciplinary issues, the impact on policies, and procedures, the role of Codes of Practice in the context of organisational justice and external legal regulation. Issues of employee relations and diversity, the generation and resolution of conflict through intervention.

Causes of strikes and industrial action, and the active management of disputes, including negotiating skills.

Role of mediation and alternative dispute resolution, developing frameworks and applying conciliatory skills.

Part 3: Teaching and learning methods

Teaching and learning methods: Teaching and learning in this module consists of a combination of formal lecturing supported by a range of participative activities including case studies, problem solving exercises and small group activities. Peer learning will be encouraged through activities designed to enable students to share and compare their experiences. Central to teaching and learning at this level is a high level of critical discussion and self reflection in contact sessions and assessed

work.

Students will be directed towards the study skills website as appropriate. Students will be encouraged to use Blackboard to access resources used during the classes.

36 hours (12 x 3 hour sessions)

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

A1 The implications of the internationalisation of employee relations policies and European Union membership on employee relations policies, issues and practices

A2 Advise on contemporary developments in employee relations and the wider society and their potential impact on the organisation's policies and practices, including issues of diversity

MO1 Be conscious of the contextual pressures and influences that help to shape management thinking and practice in the UK and how these vary from other countries, particularly in Europe

MO2 Be able to distinguish between rhetoric and reality that is between management theories and actual outcomes, from business, professional and ethical perspectives

MO3 Demonstrate an overview of the European Social Model and Codetermination in Germany

MO4 Evaluate the quality of working life drawing on relevant academic literature

MO5 Be able to assess the character, level, scale and scope of direct and indirect forms of employee influence

MO6 Be aware of changes in employee relations in the public sector and the implications of this

MO7 Understand management objectives in promoting high performance, high commitment and employee engagement and comprehend employees' experiences and aspirations in these working environments

MO8 Understand the dynamics of industrial conflict and work place disputes, including mechanisms and techniques for resolution

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/index.html) via the following link <https://uwe.rl.talis.com/index.html>

Part 4: Assessment

Assessment strategy: Both assessment tasks are designed to test the ability of students to gather relevant material from source materials and to communicate their findings, in response to a set question, in a proper and acceptable fashion. Details of assessment criteria will be included in the module outline.

Task 1 is designed to allow students to work together and share knowledge in preparing for a test on a pre-notified question. The skill tested here is the assimilation of knowledge in a short time period and the ability to communicate this information in response to one set question.

Task 2 allows the student time away from the class to research, prepare and write an assignment and therefore greater depth, analysis and understanding are expected.

Assessment components:

Written Assignment (First Sit)

Description: Written assignment (1500 words)

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: A1, A2, MO1, MO2, MO3, MO5, MO6, MO7, MO8

In-class test (First Sit)

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

Weighting: 50 %

Final assessment: No

Group work: Yes

Learning outcomes tested: A1, A2, MO2, MO4

Written Assignment (Resit)

Description: Written assignment (1500 words)

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: A1, A2, MO1, MO2, MO3, MO5, MO6, MO7, MO8

In-class test (Resit)

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

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: A1, A2, MO2, MO4

Part 5: Contributes towards

This module contributes towards the following programmes of study:

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