



### MODULE SPECIFICATION


Part 1: Information			
Module Title	Issues in Contemporary Employment Relations		
Module Code	UMPDNF-15-2	Level	2
For implementation from	September 2018		
UWE Credit Rating	15	ECTS Credit Rating	7.5
Faculty	Business and Law	Field	HRM
Department	Business and Management		
Contributes towards	BA (Hons) Business and HRM;		
Module type:	Standard		
Pre-requisites	None		
Excluded Combinations	None		
Co- requisites	None		
Module Entry requirements	N/A		

Part 2: Description
<p>In this module, based on up-to-date research studies, students will consider recent developments in employment relations, defined as the way in which employment relationships are regulated, experienced and contested. A thematic approach to the subject helps to demonstrate the contemporary relevance of employment relations, enabling student to develop an appropriate level of knowledge and understanding of this key area of economic, social and political life.</p> <p>You will cover:</p> <ul style="list-style-type: none"> <li>• The theory of the Employment Relationship</li> <li>• The role of trade Unions, employers and managers and the State</li> <li>• Conflict, industrial action and Employment Relations</li> <li>• Pay determination</li> <li>• Employment relations in SME's</li> <li>• The political economy of employment relations</li> <li>• Working time</li> <li>• Voice and participation</li> <li>• Job quality and the experience of work</li> <li>• HRM and work organisation</li> <li>• Managing disputes and grievances</li> <li>• The 'dark side' of employment relations</li> </ul>

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<b>Part 3: Assessment</b>		
<p>The assessment strategy includes a 2 hour examination (component A) and a 2000 word essay (component B).</p> <p>Combined, these two forms of assessment will allow evaluating the extent to which the students have achieved the desired learning outcome.</p> <p>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.</p> <p>The students will be supported in developing these abilities throughout the semester, especially in the tutorials and the weekly assisted essay-development activities. Component B, the essay, and the weighting of 50% of this component, 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.</p>		
Identify final timetabled piece of assessment (component and element)	<b>Component A</b>	
% weighting between components A and B (Standard modules only)	<b>A:</b>	<b>B:</b>
	<b>50%</b>	<b>50%</b>
<b>First Sit</b>		
<b>Component A</b> (controlled conditions) <b>Description of each element</b>	<b>Element weighting</b> (as % of component)	
1. Two-hour exam	100%	
<b>Component B</b> <b>Description of each element</b>	<b>Element weighting</b> (as % of component)	
1. 2000 word essay	100%	
<b>Resit (further attendance at taught classes is not required)</b>		
<b>Component A</b> (controlled conditions) <b>Description of each element</b>	<b>Element weighting</b> (as % of component)	
1. Two-hour exam	100%	
<b>Component B</b> <b>Description of each element</b>	<b>Element weighting</b> (as % of component)	
1. 2000 word essay	100%	
<b>Part 4: Teaching and Learning Methods</b>		
Learning Outcomes	<p>On successful completion of this module students will be able to:</p> <ol style="list-style-type: none"> <li>1. Critically evaluate core concepts in Employment Relations, including the nature of the employment relationship, the role of the institutional context, and the role of trade unions, the state and employers and employers' associations in determining the content of the employment relationship (Component A and B).</li> <li>2. Interpret core concepts in the analysis of ER, including the role and interests of management, government, workers and their trade unions. (component A and B)</li> <li>3. Analyse and critically appreciate contemporary developments in the determination of wages and working time, and employee voice (involvement and participation) (Component A and B).</li> <li>4. Investigate the role of job quality in labour productivity, and the effects of HRM in the management and quality of the employment relationship (Component A).</li> </ol>	

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	<ol style="list-style-type: none"> <li>5. Understand the role of individual and collective conflict in employment relations (Component A and B).</li> <li>6. Appreciate the legal framework of employment relations, especially concerning the setting of wages, working time, EPL, disputes and grievances (Component A and B).</li> <li>7. Explore the dark side of employment relations (industrial accidents, child and forced labour, blacklisting, 'black' employment) (Component A and B).</li> </ol>																																			
<p>Key Information Sets Information (KIS)</p> <p>Contact Hours</p> <p>Total Assessment</p>	<table border="1" data-bbox="533 465 1445 855"> <thead> <tr> <th colspan="5"><b>Key Information Set - Module data</b></th> </tr> <tr> <td colspan="5"><i>Number of credits for this module</i></td> </tr> </thead> <tbody> <tr> <td colspan="4"></td> <td style="text-align: center;">15</td> </tr> <tr> <th>Hours to be allocated</th> <th>Scheduled learning and teaching study hours</th> <th>Independent study hours</th> <th>Placement study hours</th> <th>Allocated Hours</th> </tr> <tr> <td style="text-align: center;">150</td> <td style="text-align: center;">36</td> <td style="text-align: center;">114</td> <td style="text-align: center;">0</td> <td style="text-align: center;">150</td> </tr> </tbody> </table> <p style="text-align: right;"></p> <p>The table below indicates as a percentage the total assessment of the module which constitutes a;</p> <p><b>Written Exam:</b> Unseen or open book written exam  <b>Coursework:</b> Written assignment or essay, report, dissertation, portfolio, project or in class test  <b>Practical Exam:</b> Oral Assessment and/or presentation, practical skills assessment, practical exam (i.e. an exam determining mastery of a technique)</p> <table border="1" data-bbox="644 1164 1337 1397"> <thead> <tr> <th colspan="2">Total assessment of the module:</th> </tr> </thead> <tbody> <tr> <td>Written exam assessment percentage</td> <td style="text-align: center;">50%</td> </tr> <tr> <td>Coursework assessment percentage</td> <td style="text-align: center;">50%</td> </tr> <tr> <td>Practical exam assessment percentage</td> <td style="text-align: center;">0%</td> </tr> <tr> <td></td> <td style="text-align: center;">100%</td> </tr> </tbody> </table>	<b>Key Information Set - Module data</b>					<i>Number of credits for this module</i>									15	Hours to be allocated	Scheduled learning and teaching study hours	Independent study hours	Placement study hours	Allocated Hours	150	36	114	0	150	Total assessment of the module:		Written exam assessment percentage	50%	Coursework assessment percentage	50%	Practical exam assessment percentage	0%		100%
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<p>Reading List</p>	<p>Reading List link <a href="#">here</a></p>																																			

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