



MODULE SPECIFICATION


Part 1: Information			
Module Title	Issues in Contemporary Employment Relations		
Module Code	UMPDFN-15-2	Level	2
For implementation from	September 2019		
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; BA(Hons) Business and Management		
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"> • The theory of the Employment Relationship • The role of trade Unions, employers and managers and the State • Conflict, industrial action and Employment Relations • Pay determination • Employment relations in SME's • The political economy of employment relations • Working time • Voice and participation • Job quality and the experience of work • HRM and work organisation • Managing disputes and grievances • The 'dark side' of employment relations 	

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Part 3: Assessment		
<p>A group presentation of a research-based infographic based on a choice of contemporary topic in employment relations. The approach is controlled, ensuring that the work is developed by the student, but also reduces the risks of potential assessment offences. Groups of 4 – 5 with a nominal 5 minutes per group member to present.</p> <p>Subsequently students will be required to produce a 1000 word individual executive summary of the infographic.</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.</p>		
Identify final timetabled piece of assessment (component and element)	Component A	
% weighting between components A and B (Standard modules only)	A:	B:
	70%	30%
First Sit		
Component A (controlled conditions) Description of each element	Element weighting (as % of component)	
1. Group-based presentation of a research-based infographic (25min max)	100%	
Component B Description of each element	Element weighting (as % of component)	
1. 1000 word individual executive summary of infographic	100%	
Resit (further attendance at taught classes is not required)		
Component A (controlled conditions) Description of each element	Element weighting (as % of component)	
1. Open book research-based examination (1.5hrs)	100%	
Component B Description of each element	Element weighting (as % of component)	
1. 1000 word individual essay addressing a contemporary ER issue.	100%	
Part 4: Teaching and Learning Methods		
Learning Outcomes	<p>On successful completion of this module students will be able to:</p> <ol style="list-style-type: none"> 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). 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) 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). 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). 5. Understand the role of individual and collective conflict in employment relations (Component A and B). 	

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	<p>6. Appreciate the legal framework of employment relations, especially concerning the setting of wages, working time, EPL, disputes and grievances (Component A and B).</p> <p>7. Explore the dark side of employment relations (industrial accidents, child and forced labour, blacklisting, 'black' employment) (Component A and B).</p>																																			
<p>Key Information Sets Information (KIS)</p> <p>Contact Hours</p> <p>Total Assessment</p>	<table border="1" data-bbox="533 405 1445 792"> <thead> <tr> <th colspan="5">Key Information Set - Module data</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="border: 2px solid black;">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>Written Exam: Unseen or open book written exam Coursework: Written assignment or essay, report, dissertation, portfolio, project or in class test Practical Exam: 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 1104 1339 1339"> <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;">70%</td> </tr> <tr> <td>Coursework assessment percentage</td> <td style="text-align: center;">30%</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>	Key Information Set - Module data					<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	70%	Coursework assessment percentage	30%	Practical exam assessment percentage	0%		100%
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<p>Reading List</p>	<p>Reading List link here</p>																																			

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First CAP Approval Date	31 January 2017 link to RIA			
Revision ASQC Approval Date <i>Update this row each time a change goes to ASQC</i>	15 January 2019 (retrospective change for 18/19 cohort for 1 year only to correct an information error) From September 2019 –return to as V1	Version	2 3	link to RIA N/A

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