



MODULE SPECIFICATION

| Part 1: Information | | | |
|---------------------------|---|--------------------|---------------------------|
| Module Title | Issues in Contemporary Employment Relations | | |
| Module Code | UMPDNF-15-2 | Level | Level 5 |
| For implementation from | 2020-21 | | |
| UWE Credit Rating | 15 | ECTS Credit Rating | 7.5 |
| Faculty | Faculty of Business & Law | Field | Human Resource Management |
| Department | FBL Dept of Business & Management | | |
| Module Type: | Standard | | |
| Pre-requisites | None | | |
| Excluded Combinations | None | | |
| Co-requisites | None | | |
| Module Entry Requirements | None | | |
| PSRB Requirements | None | | |

| Part 2: Description |
|---|
| <p>Educational Aims: See Learning Outcomes</p> <p>Outline Syllabus: The theory of the employment relationship</p> <p>The role of trade Unions, employers and managers and the State</p> <p>Conflict, industrial action and employment relations</p> <p>Pay determination</p> <p>Employment relations in SME's</p> <p>The political economy of employment relations</p> <p>Working time</p> <p>Voice and participation</p> <p>Job quality and the experience of work</p> |

STUDENT AND ACADEMIC SERVICES

HRM and work organisation

Managing disputes and grievances

The 'dark side' of employment relations

Teaching and Learning Methods: 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 students to develop an appropriate level of knowledge and understanding of this key area of economic, social and political life.

Part 3: Assessment

The assessment strategy includes an online 2 hour examination, with a 24 hour completion window, (component A) and a 2000 word essay (component B).

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.

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.

| First Sit Components | Final Assessment | Element weighting | Description |
|------------------------------------|------------------|-------------------|--|
| Written Assignment - Component B | | 50 % | 1500 word individual essay on a choice of Employee Relations topics. |
| Examination (Online) - Component A | ✓ | 50 % | Online exam for submission via Blackboard (Max 2000 words). |
| Resit Components | Final Assessment | Element weighting | Description |
| Written Assignment - Component B | | 50 % | 1500 word individual essay on a choice of Employee Relations topics. |
| Examination (Online) - Component A | ✓ | 50 % | Online exam for submission via Blackboard (Max 2000 words). |

Part 4: Teaching and Learning Methods

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

| Learning Outcomes | Module Learning Outcomes | Reference |
|-------------------|--|-----------|
| | 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' associations in determining the content of the employment relationship | MO1 |
| | Interpret core concepts in the analysis of ER, including the role and interests of management, government, workers and their trade unions | MO2 |
| | Analyse and critically appreciate contemporary developments in the determination of wages and working time, and employee voice (involvement and participation) | MO3 |
| | Investigate the role of job quality in labour productivity, and the effects of HRM in the management and quality of the employment relationship | MO4 |
| | Understand the role of individual and collective conflict in employment relations | MO5 |

STUDENT AND ACADEMIC SERVICES

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| | Appreciate the legal framework of employment relations, especially concerning the setting of wages, working time, EPL, disputes and grievances | MO6 |
| | Explore the dark side of employment relations (industrial accidents, child and forced labour, blacklisting, 'black' employment) | MO7 |
| Contact Hours | Independent Study Hours: | |
| | Independent study/self-guided study | 114 |
| | Total Independent Study Hours: | 114 |
| | Scheduled Learning and Teaching Hours: | |
| | Face-to-face learning | 36 |
| | Total Scheduled Learning and Teaching Hours: | 36 |
| | Hours to be allocated | 150 |
| | Allocated Hours | 150 |
| Reading List | <p>The reading list for this module can be accessed via the following link:</p> <p>https://uwe.rl.talis.com/modules/umpdnf-15-2.html</p> | |

Part 5: Contributes Towards

This module contributes towards the following programmes of study:

Business and Human Resource Management [Sep][SW][Frenchay][4yrs] BA (Hons) 2019-20
 Business and Human Resource Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2019-20
 Business and Human Resource Management [Jan][SW][Villa][4yrs] BA (Hons) 2019-20
 Business and Human Resource Management [May][SW][Villa][4yrs] BA (Hons) 2019-20
 Business and Human Resource Management [Sep][SW][Villa][4yrs] BA (Hons) 2019-20
 Business and Human Resource Management [Sep][FT][Villa][3yrs] BA (Hons) 2019-20
 Business and Human Resource Management [Jan][FT][Villa][3yrs] BA (Hons) 2019-20
 Business and Human Resource Management [May][FT][Villa][3yrs] BA (Hons) 2019-20
 Business and Human Resource Management {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2018-19
 Business and Human Resource Management {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2018-19
 Business and Management [Sep][SW][Frenchay][4yrs] BA (Hons) 2019-20
 Business and Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2019-20
 Business and Management {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2018-19
 Business and Management {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2018-19