



Module Specification

Issues in Contemporary Employment Relations

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Part 1: Information

Module title: Issues in Contemporary Employment Relations

Module code: UMPDNF-15-2

Level: Level 5

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

Outline syllabus: 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

Part 3: Teaching and learning methods

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.

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

MO1 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

MO2 Interpret core concepts in the analysis of ER, including the role and interests of management, government, workers and their trade unions

MO3 Analyse and critically appreciate contemporary developments in the determination of wages and working time, and employee voice (involvement and participation)

MO4 Investigate the role of job quality in labour productivity, and the effects of HRM in the management and quality of the employment relationship

MO5 Understand the role of individual and collective conflict in employment relations

MO6 Appreciate the legal framework of employment relations, especially concerning the setting of wages, working time, EPL, disputes and grievances

MO7 Explore the dark side of employment relations (industrial accidents, child and forced labour, blacklisting, 'black' employment)

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/modules/umpdnf-15-2.html) via the following link <https://uwe.rl.talis.com/modules/umpdnf-15-2.html>

Part 4: Assessment

Assessment strategy: The assessment strategy includes an online 2 hour examination, with a 24 hour completion window, (Task A) and a 2000 word essay (Task 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. Task B, the essay, and the weighting of 50% of this assessment task.

Assessment components:

Examination (Online) (First Sit)

Description: Online exam for submission via Blackboard (Max 2000 words).

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO7

Written Assignment (First Sit)

Description: 1500 word individual essay on a choice of Employee Relations topics.

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO5, MO6, MO7

Examination (Online) (Resit)

Description: Online exam for submission via Blackboard (Max 2000 words).

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4, MO5, MO6, MO7

Written Assignment (Resit)

Description: 1500 word individual essay on a choice of Employee Relations topics.

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO5, MO6, MO7

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Business and Human Resource Management [Frenchay] BA (Hons) 2022-23

Business and Human Resource Management [Villa] BA (Hons) 2022-23

Business and Human Resource Management {Foundation}

[Sep][SW][Frenchay][5yrs] BA (Hons) 2021-22

Business and Human Resource Management {Foundation}

[Sep][FT][Frenchay][4yrs] BA (Hons) 2021-22

Business and Management [Frenchay] BA (Hons) 2022-23

Business and Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2022-23

Business and Management {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2021-22

Business and Management {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2021-22