



Module Specification

Employee Relations and Employment Law

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Contents

| | |
|--|----------|
| Module Specification | 1 |
| Part 1: Information | 2 |
| Part 2: Description | 2 |
| Part 3: Teaching and learning methods | 3 |
| Part 4: Assessment..... | 4 |
| Part 5: Contributes towards | 6 |

Part 1: Information

Module title: Employee Relations and Employment Law

Module code: UMPDTL-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

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: HR professionals are expected to successfully respond to, if not anticipate, opportunities and challenges underlying the transformation of work. Contemporary processes such as organisational fragmentation, individualisation, internationalisation, digitalisation, and juridification, have in fact profound implications on the management of the employment relationship.

Features: Not applicable

Educational aims: To equip students with the knowledge and skills that will enable them to understand key employment relations issues and interpret their implications for organisations as well as policymakers

To allow students to develop and apply theoretical knowledge and problem-solving skills in the investigation and analysis of aspects of employment relations and employment law perspective

To develop knowledge and legal expertise on main areas of employment relations, applicable to practical situations

Outline syllabus: The employment relationship, its key actors and institutions

Employment status and the employment contract

Changing labour markets and flexible working

Employee voice and silence

Collective labour law

Dismissals and redundancies

Equality in the workplace and discrimination

New technology and the future of work

Part 3: Teaching and learning methods

Teaching and learning methods: Teaching comprises formal lectures supported by a range of participative activities, including small group activities and case studies. Peer learning is encouraged through activities designed to enable students to share experiences. Critical discussion of the lecture and reading materials will be expected and encouraged. A high level of discussion and participation will be expected from students during taught sessions.

Learning comprises scheduled taught sessions which include the activities described above and independent learning, consisting of hours engaged with essential reading, blended learning, case study preparation, assignment preparation and completion.

Students will use Blackboard to access the lectures, resources, blended learning and further readings.

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

MO1 Analyse the possible 'gap' between organisational aspirations towards 'best practice' in HRM and employment relations policy, procedure and practice and the reality of workplace experiences and behaviour

MO2 Evaluate the development of employment relations and employment law in the UK and identify emerging controversies in workplace dynamics

MO3 Critically examine the potential impact of contemporary developments in employment relations on organisational policies and practices.

MO4 Apply legislation and case law to a variety of organisational dynamics in the management of HRM

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://rl.talis.com/3/uwe/lists/5F0693C4-1966-DDD7-24D7-71DBABC2B769.html?lang=en-GB&login=1) via the following link <https://rl.talis.com/3/uwe/lists/5F0693C4-1966-DDD7-24D7-71DBABC2B769.html?lang=en-GB&login=1>

Part 4: Assessment

Assessment strategy: Assessment for the module is summative, taking the form of critical analysis and reflection upon substantial aspects of the syllabus. Formative feedback on students' work and progress will be provided throughout the module.

The assessment strategy involves two tasks:

A) Assignment (1500 words maximum) (weighted 50% of the total module mark).

The objective is to assess students' ability to collate and organise a wide variety of source material to address a specific debate and to encourage analysis/reflection upon key theoretical/conceptual dimensions of the discipline, whilst relating theory to processes and practices.

B) Exam (weighted 50% of the total module mark). The objective is to assess students' understanding of the broad range of issues and subjects covered in relation to the effectiveness of employment law. Students will be given a choice of questions.

Assessment tasks:

Written Assignment (First Sit)

Description: Students will be asked to focus on a real life employment relations issue of their choice and write an academically-informed assignment (1,500 words) that clarifies the underlying controversies

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3

Examination (Online) (First Sit)

Description: Students will be given questions in advance and will choose 1 question to answer in the exam.

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO2, MO4

Written Assignment (Resit)

Description: Students will be asked to focus on a real life employment relations issue of their choice and write an academically-informed assignment (1500 words) that clarifies the underlying controversies

Weighting: 50 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2, MO3

Examination (Online) (Resit)

Description: Students will be given questions in advance and will choose 1 question to answer in the exam.

Weighting: 50 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO2, MO4

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Human Resource Management (International) [Frenchay] MSc 2023-24

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