

5CER: Contemporary Developments in Employee Relations

Module Code:	5CER	
Long Title	Contemporary Developments in Employee Relations APPROVED	
Title	Contemporary Developments in Employee Relations	
Module Level:	LEVEL 7	
EQF Level:	6	
EHEA Level:	First Cycle	
Credits:	2.5	
Module Coordinator:	EDITH RACHEL DOHERTY	
Module Author:	EDITH RACHEL DOHERTY	
Departments:	School of Business	
Specifications of the qualifications and experience required of staff		
Learning Outcomes		
On successful completion of this module the learner will be able to:		
#	Learning Outcome Description	
LO1	Understand competing approaches that contextualise contemporary developments in employment relations.	
LO2	Understand contemporary labour market trends and data.	
LO3	Understand the main sources of employment relations legislation	
LO4	Understand the role of the parties that affect the management of employment relations	
LO5	Understand contemporary developments in employee involvement and participation	
LO6	Understand different forms of conflict behaviour and dispute resolution	
Dependencies		
Module Recommendations		
17618	5CER	Contemporary Developments in Employee Relations
Co-requisite Modules		
No Co-requisite modules listed		
Entry requirements		

5CER: Contemporary Developments in Employee Relations

Module Content & Assessment	
Indicative Content	
Understand competing approaches that contextualise developments in employment relations. The indeterminacy of employment relations systems; unitarism; pluralism; the nature of work in contemporary society; balance of power; economic and psychological contracts; wider environmental constraints.	
Understand contemporary labour market trends and data What is the labour market?; employee and employer labour market interests; the European Union; institutions of labour market regulation; indigenous and multinational organisations; changing patterns of workforce diversity; part-time, casual and atypical forms of employment; the contested nature of labour market flexibility.	
Understand the main sources of employment relations legislation. Contract of employment; written particulars of terms and conditions; sources of law-making, including UK and EU institutions; developments in individual and collective employment rights, including trade union recognition.	
Understand the role of the parties that affect the management of employment relations. Management and management style; trade union purpose and function; union growth and decline; the role of government and government agencies, including Acas, CAC, EHRC; European and non-European employment relations systems; influences of the European Union on national employment relations practices.	
Understand contemporary developments in employee involvement and participation. Competing concepts of employee involvement, participation and partnership; regulations for employee information and consultation; union and non-union employee representation; employee voice and organisational insight; measuring and valuing organisation equity to drive sustainable organisational performance.	
Understand different forms of conflict behaviour and dispute resolution. Forms of employee conflict and misbehaviour; contemporary developments in industrial action; individual grievance-handling; collective dispute resolution; third-party conciliation, mediation and arbitration; managing potential conflict situations to achieve consensus legally and ethically.	
Assessment Breakdown	%
Coursework	100.00%
Assessments	
Reassessment Requirement	
Coursework Only <i>This module is reassessed solely on the basis of re-submitted coursework. There is no repeat written examination.</i>	

5CER: Contemporary Developments in Employee Relations

Module Workload				
Module Target Workload Hours 0 Hours				
Workload: Part Time				
Workload Type	Workload Description	Hours	Frequency	Average Weekly Learner Workload
Lecture	No Description	4	Every Week	4.00
Total Weekly Contact Hours				4.00

Module Resources	
<i>Recommended Book Resources</i>	
Pauline Dibben, Geoffrey Wood, Gilton Klerck. (2011), Employment Relations, 01. Chartered Institute of Personnel & Development, [ISBN: 9781843982685].	
<i>This module does not have any article/paper resources</i>	
<i>This module does not have any other resources</i>	
Discussion Note:	