

## H8CNTIR: Contemporary Issues in IR

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| Module Code:  | H8CNTIR  |
| Long Title  | Contemporary Issues in IR <b>APPROVED</b>  |
| Title   | Contemporary Issues in IR  |
| Module Level:   | LEVEL 8  |
| EQF Level:  | 6  |
| EHEA Level:   | First Cycle  |
| Credits:  | 10   |
| Module Coordinator:   | COLETTE DARCY  |
| Module Author:  | COLIN WHITSTON   |
| Departments:  | School of Business   |
| Specifications of the qualifications and experience required of staff       |  |
| <b>Learning Outcomes</b>  |  |
| <i>On successful completion of this module the learner will be able to:</i> |  |
| <b>#</b>  | <b>Learning Outcome Description</b>  |
| LO1   | Offer a critical account of the impact of the contemporary competitive environment on the conduct of industrial relations.         |
| LO2   | Analyse the range of strategic choices available in the management of industrial relations and approaches to collective bargaining |
| LO3   | Assess the importance of the state at national and EU level in the regulation of the IR and analyse models of state intervention   |
| LO4   | Compare and contrast approaches to labour management and industrial relations in a variety of public and private settings.         |
| LO5   | Critically assess the range of policy choices confronting the main protagonists in the Irish industrial relations system today.    |
| <b>Dependencies</b>   |  |
| <b>Module Recommendations</b>   |  |
| 69058   | H8CNTIR Contemporary Issues in IR  |
| <b>Co-requisite Modules</b>   |  |
| No Co-requisite modules listed  |  |
| <b>Entry requirements</b>   | As per programme requirements (outlined in 4.2.2 Minimum requirements for general learning)  |



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| Module Content & Assessment  |                      |                           |           |
|--|----------------------|---------------------------|-----------|
| Indicative Content   |                      |                           |           |
| <b>Theme 1: Introduction</b><br>covers the Post Fordism debate and the formation of the new economy, globalization and IRs, pluralist's defense of workers voice, the old and new role of trade unions and the neo-liberal critique of collective Bargaining.  |                      |                           |           |
| <b>Theme 2: - The Context of IRs in Ireland–</b><br>looks at IRs institutions (WRC & LC), trade unions, the role of the government and employers, the European Union, Globalization, multinationals and Irish IRs.   |                      |                           |           |
| <b>Theme 3: Union Recognition in the New Economy</b><br>covers the Irish state approach to union recognition and the pluralist tradition in the context of the new economy.  |                      |                           |           |
| <b>Theme 4: IRs Management Approaches</b><br>reviews how employers, state and trade unions manage IRs. We will look at how the equilibrium between equity, voice and equity can be maintained and their implications for organisational justice.   |                      |                           |           |
| <b>Theme 5: Compliance and Cooperation in the Workplace–</b><br>This will include issues of workers voice as a purpose of trade unions and a brief review of social partnership and its demise in Ireland. We will explore how employees may have a voice when designing and delivering solutions which impact them.   |                      |                           |           |
| <b>Theme 6: The Labour Market–</b><br>Looks are working in the contemporary economy and trade union approaches to managing change.   |                      |                           |           |
| <b>Theme 7: Jobs and Productivity in the new economy</b><br>presents the impact of neo-liberalism on the form of job, flexibility, the gig economy, independent work and the search for productivity and its IRs implications.   |                      |                           |           |
| <b>Theme 8: The New Public Sector &amp; the Future of IRs–</b><br>covers management approaches in the public sector and strategic options regarding the future of IRs.   |                      |                           |           |
| Assessment Breakdown   |                      |                           | %         |
| Coursework   |                      |                           | 100.00%   |
| Assessments  |                      |                           |           |
| Full Time  |                      |                           |           |
| Coursework   |                      |                           |           |
| <b>Assessment Type:</b>  | Formative Assessment | <b>% of total:</b>        | 100       |
| <b>Assessment Date:</b>  | n/a                  | <b>Outcome addressed:</b> | 1,2,3,4,5 |
| <b>Non-Marked:</b>   | No                   |                           |           |
| <b>Assessment Description:</b><br>This module will be 100% continuous assessment with individual work to be submitted on at the end of teaching. The module assessment requires that students show their appreciation of the concepts and theories covered in the module and their application in a real-life situation. Details of this are provided in a separate assignment brief. Formative Assessment may be through case studies. Classes will also be run to support the completion of the assessment for this module in addition to lecture content. The summative assessment will examine all learning outcomes. The assignment brief will be given to learners at the start of the module. |                      |                           |           |
| No End of Module Assessment  |                      |                           |           |
| No Workplace Assessment  |                      |                           |           |
| Reassessment Requirement   |                      |                           |           |
| <b>Coursework Only</b><br><i>This module is reassessed solely on the basis of re-submitted coursework. There is no repeat written examination.</i>   |                      |                           |           |
| <b>Reassessment Description</b><br>Repeat Strategy: Feedback on work submitted will be given and the Repeat Assignment will involve reflection on that feedback and improving and reworking the original submission. In some instances, an alternative new assignment may be given.  |                      |                           |           |



## H8CNTIR: Contemporary Issues in IR

| Module Workload                      |                              |       |              |                                 |
|--------------------------------------|------------------------------|-------|--------------|---------------------------------|
| Module Target Workload Hours 0 Hours |                              |       |              |                                 |
| Workload: Full Time                  |                              |       |              |                                 |
| Workload Type                        | Workload Description         | Hours | Frequency    | Average Weekly Learner Workload |
| Lecture                              | Classroom and demonstrations | 32    | Per Semester | 2.67                            |
| Directed Learning                    | Directed e-learning          | 6     | Per Semester | 0.50                            |
| Independent Learning                 | Independent learning         | 212   | Per Semester | 17.67                           |
| Total Weekly Contact Hours           |                              |       |              | 3.17                            |



| Module Resources  |  |
|---|--|
| <i>Recommended Book Resources</i>   |  |
| Wallace, J, Gunnigle, P, McMahon, G & O'Sullivan, M. (2020), Industrial Relations in Ireland, 5th Ed. IPA, Dublin.  |  |
| <i>Supplementary Book Resources</i>   |  |
| Valencia. (2015), The future of work, EBSCOebookcollection (go to the NC library page, then collection /ebooks).<br>Livanos. (2019), The rise of precarious employment in Europe, EBSCOebookcollection (go to the NC library page, then collection /ebooks).<br>Int. Labour Office. (2013), Collective bargaining in the public service - a way forward, EBSCOebookcollection (go to the NC library page, then collection /ebooks).<br>Lewin. (2015), Advances in industrial and labour relations, EBSCOebookcollection (go to the NC library page, then collection /ebooks).   |  |
| <i>This module does not have any article/paper resources</i>  |  |
| <i>Other Resources</i>  |  |
| [Journal], British Journal of Industrial Relations.<br>[Journal], Economic and Industrial Democracy.<br>[Journal], Economic and Social Review.<br>[Journal], Employee Relations.<br>[Journal], European Journal of Industrial Relations.<br>[Journal], European Industrial Relations Observatory (EIRO)/European Foundation for the Improvement of Living and Working Conditions.<br>[Journal], Gender, Work and Organization.<br>[Journal], Human Resource Management Journal.<br>[Journal], Industrial Relations (Berkeley).<br>[Journal], Industrial Relations Journal (UK).<br>[Journal], Industrial Relations News.<br>[Journal], International Human Resource Management.<br>[Journal], New Technology, Work and Employment.<br>[Journal], People Management (formerly Personnel Management).<br>[Journal], Quarterly Economic Commentary.<br>[Journal], Transfer – Quarterly of the European Trade Union Institute.<br>[Journal], Work Employment and Society.<br>[Website], <a href="https://www.eurofound.europa.eu/">https://www.eurofound.europa.eu/</a> .<br>[Website], <a href="https://www.irn.ie/">https://www.irn.ie/</a> ,<br><a href="http://This is the most comprehensive source for this course, yet.">http://This is the most comprehensive source for this course, yet.</a><br>[Article], Stratis Consulting (2019). White Paper on the Journey Towards a 'WorldClass' Workplace Relations System..<br>[Article], Sheehan, B. (2019b). New ICTU Policy on Collective Bargaining Aspires to EU Directive.<br>[Article], Ackers, P. (2019). Neo-pluralism as an Approach in Contemporary Industrial Relations.<br>[Article], Roche, W.K., & Teague, P. (2011). Firms and Innovative Conflict Management Systems in Ireland.<br>[Article], Poole, M. (1986). Managerial Strategies and Styles in Industrial Relations.<br>[Article], Mandate (2019) Press Release. Mandate Calls for Repeal of Anti-Union Legislation in Ireland. |  |
| Discussion Note:  |  |