

## H6ERE: Employee Relations

Module Code:	H6ERE
Long Title	Employee Relations <b>APPROVED</b>
Title	Employee Relations
Module Level:	LEVEL 6
EQF Level:	5
EHEA Level:	Short Cycle
Credits:	5
Module Coordinator:	Pauline Kelly Phelan
Module Author:	Isabela Da Silva
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	Demonstrate an understanding of key concepts in employee relations
LO2	Analyse the causes of industrial conflict and different forms of industrial action
LO3	Evaluate the purpose and functions of trade unions
LO4	Describe collective bargaining and the institutional framework of industrial relations
<b>Dependencies</b>	
<b>Module Recommendations</b>	
No recommendations listed	
<b>Co-requisite Modules</b>	
No Co-requisite modules listed	
<b>Entry requirements</b>	As per programme requirements.

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Module Content & Assessment			
Indicative Content			
<b>The Nature of Employee Relations</b> Definitions of employee relations Employee relations vs. industrial relations Understanding the employment relationship Employee participation, involvement, and voice			
<b>Management Approaches in Employee Relations</b> The unitarist and pluralist frames of reference The implications of the unitarist and pluralist perspectives on the employment relationship, conflict, and employee voice			
<b>Introduction to Collective Bargaining</b> Definitions of 'collective bargaining' The history of collective bargaining in Ireland Collective bargaining and the Industrial Relations (Amendment) Act 2015			
<b>Institutional Framework of Industrial Relations</b> Main parties in employee relations The role of employers' associations Industrial dispute mechanisms in Ireland			
<b>Trade Unions</b> The purpose and functions of trade unions Different types of trade unions Characteristics of trade union membership Trade union recognition Alternatives to trade unions			
<b>Conflict in the Workplace</b> Different types of industrial conflict in the workplace The varying forms of industrial action Strategies for the effective management of conflict			
Assessment Breakdown			%
Coursework			50.00%
End of Module Assessment			50.00%
Assessments			
Full Time			
Coursework			
<b>Assessment Type:</b>	Continuous Assessment	<b>% of total:</b>	50
<b>Assessment Date:</b>	n/a	<b>Outcome addressed:</b>	1,2,3,4
<b>Non-Marked:</b>	No		
<b>Assessment Description:</b> The first component accounts for 50% of overall marks for the module. It requires learners to complete an essay on a relevant topic.			
<b>Assessment Type:</b>	Formative Assessment	<b>% of total:</b>	Non-Marked
<b>Assessment Date:</b>	n/a	<b>Outcome addressed:</b>	1,2,3,4
<b>Non-Marked:</b>	Yes		
<b>Assessment Description:</b> Learners will engage in formative assessments (e.g. analysis of case studies and exercises on different topics covered within the module), both individually and as part of small group work facilitated by the lecturer in tutorial sessions. This will ensure learner learning and appreciation of the practical application of theories and concepts taught in lecture. Learners will present the findings of their individual or group work to the larger group for discussion. While no marks are assigned to this work, learners are provided with specific and detailed feedback to assist them in preparing for their formal assignments.			
End of Module Assessment			
<b>Assessment Type:</b>	Terminal Exam	<b>% of total:</b>	50
<b>Assessment Date:</b>	End-of-Semester	<b>Outcome addressed:</b>	1,2,3,4
<b>Non-Marked:</b>	No		
<b>Assessment Description:</b> The second component accounts for 50% of overall marks for the module. It is an unseen exam assessment. The assessment may be in the form, but not restricted to, an exam with several short-answer questions relevant to topics covered in the module, or several questions based on a given case study on employee relations. The assessment will be no more than three hours in duration.			
No Workplace Assessment			

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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	24	Per Semester	2.00
Tutorial	Mentoring and small-group tutoring	12	Per Semester	1.00
Independent Learning	Independent learning	89	Per Semester	7.42
Total Weekly Contact Hours				3.00

Module Resources	
<i>Recommended Book Resources</i>	
Wallace, J., Gunnigle, P., McMahon, G., and O'Sullivan, M. (2020), Industrial Relations in Ireland, 5th. Ed. Gill & MacMillan, Dublin.	
Williams, S. (2017), Introducing Employment Relations: A Critical Approach, Oxford University Press, Oxford.	
<i>Supplementary Book Resources</i>	
Armstrong, M. and Taylor, S. (2020), Armstrong's handbook of human resource management practice, 15th ed. ProQuest eBook Central.	
Bennett, T., Saundry, R. and Fisher, V. (2020), Managing employment relations, 7th ed. VLeBooks.	
Bingham, C. (2016), Employment relations: Fairness and trust in the workplace, Open Access.	
Gunnigle, P., Heraty, N., & Morley, M. (2017), Human Resource Management in Ireland, 5th Ed. Gill & Macmillan.	
Lewin, D. and Gollan, J. (2018), Advances in industrial and labor relations, 2017: Shifts in workplace voice, justice, negotiation and conflict resolution in contemporary workplaces, Volume 24. EBSCO eBook Business Collection..	
Sotelo Valencia, A. (2015), The future of work: Super-exploitation and social precariousness in the 21st century, EBSCO eBook Business Collection.	
Wilkinson, A., Dundon, T., Donaghery, J. and Colvin, A. J. (2018), The Routledge companion to employment relations, O'Reilly Learning.	
<i>This module does not have any article/paper resources</i>	
<i>Other Resources</i>	
<p>[Journal], British Journal of Industrial Relations.</p> <p>[Journal], Economic and Industrial Democracy: An International Journal.</p> <p>[Journal], Economic and Social Review.</p> <p>[Journal], Employee Relations.</p> <p>[Journal], European Journal of Industrial Relations.</p> <p>[Journal], Gender in Management: An International Journal.</p> <p>[Journal], Gender.</p> <p>[Journal], Work and Organization.</p> <p>[Journal], Globalizations.</p> <p>[Journal], Harvard Business Review.</p> <p>[Journal], HR Magazine.</p> <p>[Journal], Human Relations.</p> <p>[Journal], Human Resource Management.</p> <p>[Journal], Human Resource Management Journal.</p> <p>[Journal], Industrial &amp; Labor Relations Review.</p> <p>[Journal], Industrial Relations.</p> <p>[Journal], Industrial Relations Journal.</p> <p>[Journal], International Journal of Human Resource Management.</p> <p>[Journal], Journal of Industrial Relations.</p> <p>[Journal], Journal of Organizational Behavior.</p> <p>[Journal], Journal of Organizational Change Management.</p> <p>[Journal], New Technology.</p> <p>[Journal], Work and Employment.</p> <p>[Journal], People Management.</p> <p>[Journal], Public Personnel Administration: The Journal of Public Human Resource Management.</p> <p>[Journal], Transfer: European Review of Labour and Research.</p> <p>[Journal], Work and Occupations: An International Sociological Journal Work Employment and Society.</p> <p>[Website], <a href="http://www.cipd.ie">www.cipd.ie</a>.</p> <p>[Website], <a href="http://www.cipd.co.uk">www.cipd.co.uk</a>.</p> <p>[Website], <a href="http://www.ibec.ie">www.ibec.ie</a>.</p> <p>[Website], <a href="http://www.ictu.ie">www.ictu.ie</a>.</p> <p>[Website], <a href="http://www.ihrec.ie">www.ihrec.ie</a>.</p> <p>[Website], <a href="http://www.workplacelrelations.ie">www.workplacelrelations.ie</a>.</p>	
Discussion Note:	