

H8CIIDR: Contemporary Issues in Industrial Relations

Module Code:	H8CIIDR	
Long Title	Contemporary Issues in Industrial Relations APPROVED	
Title	Contemporary Issues in IR	
Module Level:	LEVEL 8	
EQF Level:	6	
EHEA Level:	First Cycle	
Credits:	10	
Module Coordinator:	Pauline Kelly Phelan	
Module Author:	Isabela Da Silva	
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	Demonstrate a critical understanding of contemporary issues in industrial relations	
LO2	Compare different strategic choices in negotiations and types of collective bargaining	
LO3	Assess the role of the state at national and EU levels in regulating the employment relationship	
LO4	Critically contrast the main theoretical perspectives in industrial relations	
LO5	Critically evaluate the current policies and system of industrial relations in Ireland	
Dependencies		
Module Recommendations		
69058	H8CNTIR	Contemporary Issues in IR
Co-requisite Modules		
No Co-requisite modules listed		
Entry requirements	As per programme requirements.	

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Module Content & Assessment			
Indicative Content			
Theoretical Perspectives in Industrial Relations: This module examines the main theoretical perspectives in industrial relations such as the unitarist, pluralist, radical, social action, systems, and the implications of these perspectives on the conduct of industrial relations in organisations.			
The Context of Industrial Relations: This module covers the current policies and system of industrial relations in Ireland, the influence of multinationals operating in Ireland to the conduct of IR, and the historical and current role of the state at national level and the pluralist tradition, the role of the European Union, trade unions, employer organisations, and institutions within the Irish framework.			
Negotiation Choices and Types of Bargaining: This module looks at different strategic choices that can be applied in negotiations, the skills of the negotiator, the negotiation process and factors that influence the outcomes and effectiveness of negotiations, as well as types of collective bargaining such as distributive, integrative, and mixed motive bargaining.			
Contemporary Issues in Industrial Relations: This module explores contemporary issues in industrial relations such as trade union recognition, the effectiveness of the national minimum wage, trends in employment within the contemporary economy, exploitive labour practices in contemporary organisations and industries, labour commodification, shifts in worker voice, employment trends during economic crisis, the rise of precarious employment and flexible employment, and the gig economy.			
Assessment Breakdown			%
Coursework			50.00%
End of Module Assessment			50.00%
Assessments			
Full Time			
Coursework			
Assessment Type:	Continuous Assessment	% of total:	50
Assessment Date:	n/a	Outcome addressed:	1,2,3,4,5
Non-Marked:	No		
Assessment Description: The first component accounts for 50% of overall marks for the module. It requires students to complete an essay on a relevant topic.			
Assessment Type:	Formative Assessment	% of total:	Non-Marked
Assessment Date:	n/a	Outcome addressed:	1,2,3,4,5
Non-Marked:	Yes		
Assessment Description: Students will engage in formative assessments (e.g. presentations, debates, negotiations simulations and group exercises on different topics covered within the module), both individually and as part of small group work facilitated by the lecturer. This will ensure student learning, professional skills development, and appreciation of the practical application of theories and concepts taught in lecture. Students will present the findings of their individual or group work to the larger group for discussion and debate. While no marks are assigned to this work, students are provided with specific and detailed feedback to assist them in preparing for their formal assignments.			
End of Module Assessment			
Assessment Type:	Terminal Exam	% of total:	50
Assessment Date:	End-of-Semester	Outcome addressed:	1,2,3,4,5
Non-Marked:	No		
Assessment Description: 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. 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	36	Per Semester	3.00
Tutorial	Mentoring and small-group tutoring	12	Per Semester	1.00
Independent Learning	Independent learning	202	Per Semester	16.83
Total Weekly Contact Hours				4.00

Module Resources
<i>Recommended Book Resources</i>
<p>Wallace, J., Gunnigle, P., McMahon, G & O'Sullivan, M. (2020), Industrial Relations in Ireland, 5th Ed. IPA, Dublin.</p> <p>Williams, S. (2017), Introducing Employment Relations: A Critical Approach, Oxford University Press.</p>
<i>Supplementary Book Resources</i>
<p>Livanos. (2019), The rise of precarious employment in Europe, EBSCO eBook collection (go to the NCILibrary page, then collection /ebooks).</p> <p>Armstrong, M. and Taylor, S. (2020), Armstrong's handbook of human resource management practice, 15th edn. ProQuest eBook Central.</p> <p>Bennett, T., Saundry, R. and Fisher, V. (2020), Managing employment relations, 7th ed. VLeBooks.</p> <p>Berg, J. and Kucera, D. (2008), In defence of labour market institutions: Cultivating justice in the developing world, EBSCO eBook Business Collection.</p> <p>Gunnigle, P., Heraty, N., & Morley, M. (2017), Human Resource Management in Ireland, 5th Ed. Gill & Macmillan.</p> <p>Heyes, J. and Rychly, L. (2013), Labour administration in uncertain times: Policy, practice and institutions, EBSCO eBook Business Collection.</p> <p>International Labour Office. (2013), Collective bargaining in the public service: A way forward, EBSCO eBook Business Collection.</p> <p>Kelly, J. (2002), Rethinking industrial relations: Mobilisation, collectivism and long waves, EBSCO eBook Business Collection.</p> <p>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.</p> <p>Meenan, F. (2014), Employment law, Westlaw.</p> <p>Sotelo Valencia, A.. (2015), The future of work: Super-exploitation and social precariousness in the 21st century., EBSCO eBook Business Collection.</p> <p>Wilkinson, A., Dundon, T., Donaghery, J. and Colvin, A. J. (2018), The Routledge companion to employment relations., O'Reilly Learning.</p>
<i>This module does not have any article/paper resources</i>
<i>Other Resources</i>

Recommended Book Resources

[Journal], British Journal of Industrial Relations.

[Journal], Economic and Industrial Democracy.

[Journal], Economic and Social Review.

[Journal], Employee Relations.

[Journal], European Journal of Industrial Relations.

[Journal], European Industrial Relations Observatory (EIRO)/European Foundation for the Improvement of Living and Working Conditions.

[Journal], Gender, Work and Organization.

[Journal], Human Resource Management Journal.

[Journal], Industrial Relations (Berkeley).

[Journal], Industrial Relations Journal (UK).

[Journal], Industrial Relations News.

[Journal], International Human Resource Management.

[Journal], New Technology, Work and Employment.

[Journal], People Management (formerly Personnel Management).

[Journal], Quarterly Economic Commentary.

[Journal], Transfer – Quarterly of the European Trade Union Institute.

[Journal], Work Employment and Society.

[Website], <https://www.eurofound.europa.eu/>.

[Website], <https://www.irn.ie/>,
<http://This is the most comprehensive source for this course, yet.>

[Website], www.cipd.ie.

[Website], www.cipd.co.uk.

[Website], www.cso.ie.

[Website], www.esri.ie.

[Website], www.etui.org.

[Website], www.eurofound.europa.eu.

[Website], www.forsa.ie.

[Website], www.hsa.ie.

[Website], www.ibec.ie.

[Website], www.ictu.ie.

[Website], www.ihrec.ie.

[Website], www.ilo.org.

[Website], www.irishstatutebook.ie.

[Website], www.isme.ie.

[Website], www.mandate.ie.

[Website], www.oecd.org.

[Website], www.oireachtas.ie.

[Website], www.sfa.ie.

[Website], www.siptu.ie.

[Website], www.worker-participation.eu.

[Website], www.workplacelrelations.ie.

Discussion Note: