

H7IR: Introduction to Industrial Relations

Module Code:	H7IR
Long Title	Introduction to Industrial Relations APPROVED
Title	Introduction to Industrial Relations
Module Level:	LEVEL 7
EQF Level:	6
EHEA Level:	First Cycle
Credits:	5
Module Coordinator:	COLIN WHITSTON
Module Author:	COLIN WHITSTON
Departments:	School of Business
Specifications of the qualifications and experience required of staff	
Learning Outcomes	
<i>On successful completion of this module the learner will be able to:</i>	
#	Learning Outcome Description
LO1	Demonstrate a critical understanding of the key concepts in the field of industrial relations
LO2	Describe the development, purpose, and functions of trade unions, and assess the main factors affecting union joining and changing membership levels
LO3	Define collective bargaining and describe its development in Ireland as well as to describe the institutional framework of dispute resolution and analyse its impact on the conduct of industrial relations
LO4	LO 4. Analyse the main causes and types of industrial conflict, their connection with 'worker voice' and the managerial control of labour
Dependencies	
Module Recommendations	
No recommendations listed	
Co-requisite Modules	
No Co-requisite modules listed	
Entry requirements	

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Module Content & Assessment			
Indicative Content			
The field of study: why industrial relations? Main definitions. Connection with working life. What management wants. What labour wants			
Trade unions and the employment relationship The employment contract and conflict. Methods of regulation. What is a trade union, and what is union purpose? Trade union methods. Changes in trade union membership and reasons for union joining			
Perspectives on industrial relations Industrial relations and the 'worker problem' Frames of reference and perspectives on industrial relations The unitary and pluralist perspectives Radical and Marxist perspectives			
Introduction to collective bargaining What is collective bargaining? Employers and their associations. The evolution of collective bargaining in Ireland. Differences between the public and the private sectors. Trade union recognition.			
The institutional framework of industrial relations Employers and employers associations The Industrial Relations Act of 1990 – the regulation and resolution of industrial conflict Challenges to the dispute resolution framework – some contemporary issues			
Conflict and industrial relations Conflict and cooperation in the workplace. Changing patterns of industrial conflict. Procedures, representation and discipline at work.			
Assessment Breakdown			%
Coursework			60.00%
End of Module Assessment			40.00%
Assessments			
Full Time			
Coursework			
Assessment Type:	Formative Assessment	% of total:	Non-Marked
Assessment Date:	n/a	Outcome addressed:	2
Non-Marked:	Yes		
Assessment Description: There will be one formative assessment in which student groups will research the membership of a trade union, identify a current industrial relations issue, and present a brief report in class			
Assessment Type:	Essays (0120)	% of total:	30
Assessment Date:	n/a	Outcome addressed:	1,2,3,4
Non-Marked:	No		
Assessment Description: Students will write a brief essay on competing perspectives in industrial relations and their implications for 'worker voice'			
Assessment Type:	Written Report	% of total:	15
Assessment Date:	n/a	Outcome addressed:	1,2,3,4
Non-Marked:	No		
Assessment Description: Student groups will prepare a report on a disciplinary or grievance case study			
Assessment Type:	Case Study	% of total:	15
Assessment Date:	n/a	Outcome addressed:	1,2,3,4
Non-Marked:	No		
Assessment Description: Student groups will prepare a case for presentation to a Rights Commissioner (or new equivalent)			
End of Module Assessment			
Assessment Type:	Terminal Exam	% of total:	40
Assessment Date:	End-of-Semester	Outcome addressed:	1,2,3,4
Non-Marked:	No		
Assessment Description: End-of-Semester Final Examination A two hour exam in two parts with a mixture of multiple choice questions and essay style answers			
No Workplace Assessment			
Reassessment Requirement			
Repeat examination Reassessment of this module will consist of a repeat examination. It is possible that there will also be a requirement to be reassessed in a coursework element.			

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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	No Description	2	Every Week	2.00
Independent Learning	No Description	7.5	Every Week	7.50
Tutorial	No Description	1	Every Week	1.00
Total Weekly Contact Hours				3.00

Module Resources	
<i>Recommended Book Resources</i>	
<p>WALLACE, J., P. GUNNIGLE, G. MCMAHON and M. O'SULLIVAN. (2013), Industrial Relations in Ireland, 4th. Gill & MacMillan, Dublin.</p> <p>WILLIAMS, S.. (2014), Introducing Employment Relations : A Critical Approach, OUP, Oxford.</p>	
<i>Supplementary Book Resources</i>	
BURCHILL, F. (2008), Labour Relations, 3rd. Palgrave Macmillan, Basingstoke.	
<i>This module does not have any article/paper resources</i>	
<i>Other Resources</i>	
<p>[Journal], Industrial Relations Journal, London, Wiley, http://onlinelibrary.wiley.com/journal/10.1111/(ISSN)1468-2338</p> <p>[Journal], British Journal of Industrial Relations, http://onlinelibrary.wiley.com/journal/10.1111/(ISSN)1467-8543</p> <p>[Journal], Industrial Relations News – as appropriate.</p> <p>[Journal], Web sites relating to prime actors – e.g. LRC, ICTU, IBEC.</p>	
Discussion Note:	