

H6IRRC: Industrial Relations and the Regulation of Conflict

Module Code:	H6IRRC
Long Title	Industrial Relations and the Regulation of Conflict APPROVED
Title	Industrial Relations and the Regulation of Conflict
Module Level:	LEVEL 6
EQF Level:	5
EHEA Level:	Short Cycle
Credits:	5
Module Coordinator:	
Module Author:	BRONWYN MCFARLANE
Departments:	
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	LO 5. Identify the main approaches to the conduct of collective negotiations and the factors determining choice of approach, and demonstrate how these may be applied in practice
LO2	LO 6. Describe the main causes and types of industrial conflict, and assess its changing pattern
LO3	LO 7. Analyse the competing claims of commitment and compliance in the workplace, and describe the impact of EU level regulation on consultation and of the influence of MNCs on social dialogue
LO4	Demonstrate understanding of the main components in the field of study, and show how these are reflected in differing approaches to job regulation
LO5	Demonstrate a critical understanding of the key concepts in the field of industrial relations
LO6	Describe the development, purpose, and functions of trade unions
LO7	Define collective bargaining and describe its development in Ireland. Describe the institutional framework of dispute resolution and analyse its impact on the conduct of industrial relations
LO8	Identify the main approaches to the conduct of collective negotiations and the factors determining choice of approach, and demonstrate how these may be applied in practice
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			
Introduction to collective bargaining What is collective bargaining? Coverage and scope in Ireland Trade union recognition Centralised bargaining and Social partnership			
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			
The institutional framework of industrial relations Employers and employers associations The Industrial Relations Act of 1990 – the regulation and resolution of industrial conflict Industrial relations in the public sector			
The bargaining process Choices in relation to bargaining and its level The range of approaches to bargaining Factors affecting the choice of bargaining approaches by unions and employers Integrative and distributive bargaining Preparation for bargaining			
Conflict and industrial relations Perspectives on industrial conflict Causes of industrial conflict Conduct of industrial conflict Changing patterns of industrial conflict			
The impact of HRM and new forms of work organisation Compliance and cooperation in the workplace The 'flexible firm' TQM and lean production Fostering commitment			
The impact of EU regulation on workplace representation Social dialogue and EU level regulation Directives on workplace representation The impact of MNCs on social dialogue			
Teaching methodology The learning strategy involves the use of lectures, case studies and class discussions as appropriate. Students will also have access to web based support.			
Assessment Breakdown			%
Coursework			40.00%
End of Module Assessment			60.00%
Assessments			
Full Time			
Coursework			
Assessment Type:	Assignment	% of total:	40
Assessment Date:	n/a	Outcome addressed:	1,2
Non-Marked:	No		
Assessment Description:	n/a		
End of Module Assessment			
Assessment Type:	Terminal Exam	% of total:	60
Assessment Date:	End-of-Semester	Outcome addressed:	3,4,5,6,7,8
Non-Marked:	No		
Assessment Description:	End-of-Semester Final Examination		
No Workplace Assessment			
Reassessment Requirement			
Repeat the module The assessment of this module is inextricably linked to the delivery. The student must reattend the module in its entirety in order to be reassessed.			

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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	1	Every Week	1.00
Tutorial	No Description	1	Every Week	1.00
Total Weekly Contact Hours				2.00
Workload: Part Time				
Workload Type	Workload Description	Hours	Frequency	Average Weekly Learner Workload
Lecture	No Description	1	Every Week	1.00
Total Weekly Contact Hours				1.00

Module Resources	
<i>Recommended Book Resources</i>	
<p>WALLACE, J., P. GUNNIGLE and G. MCMAHON 2004. Industrial Relations in Ireland 3rd edition, Gill & Macmillan, Dublin.. na.</p> <p>FOX A 1966 Industrial Sociology And Industrial Relations, HMSO (part one only). na.</p>	
<i>Supplementary Book Resources</i>	
<p>SALAMON, M. 2000. Industrial Relations: Theory & Practice 4th ed. Financial Times Prentice Hall: Harlow. na.</p> <p>BURCHILL, F (2008) Labour Relations 3rd ed. Palgrave Macmillan, Basingstoke. na.</p>	
<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], Journal of Industrial Relations.</p> <p>[Website], Industrial Relations News – as appropriate.</p>	
Discussion Note:	