

Long Title:	Contemporary Issues in IR
Language of Instruction:	English
Module Code:	H8CNTIR
Credits:	10
NFQ Level:	LEVEL 8
Field of Study:	Work skills
Module Delivered in	2 programme(s)
Module Coordinator:	COLIN WHITSTON
Module editor:	COLIN WHITSTON
Teaching and Learning Strategy:	The learning strategy involves the use of lectures, case studies and class discussions as appropriate. Learners will also have access to web based support including elements of blended learning via ICT. Learners will address the subject through: standard texts; research monographs and learned journals at the forefront of knowledge in the subject area; employer, union and government publications; case studies.
Learning Environment:	Learning will take place in a classroom environment with lecturer access to IT resources. Students will have access to legal databases such as Westlaw and Justis and will be required to read and apply decisions available from www.workplacerelations.ie to practical problems. The module materials will be available electronically.
Module Description:	The aim of this module is to explore contemporary issues in industrial relations with particular reference to the role of the state, and the link between competitive pressures and the employment relationship.
Learning Outcomes	
<i>On successful completion of this module the learner will be able to:</i>	
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 employment relationship, and analyse models of state intervention and their contemporary impact
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
Pre-requisite learning	
Module Recommendations <i>This is prior learning (or a practical skill) that is required before enrolment on this module. While the prior learning is expressed as named NCI module(s) it also allows for learning (in another module or modules) which is equivalent to the learning specified in the named module(s).</i>	
No recommendations listed	
Requirements <i>This is prior learning (or a practical skill) that is mandatory before enrolment in this module is allowed. You may not enrol on this module if you have not acquired the learning specified in this section.</i>	
Pre-requisite Modules: Introduction to Industrial Relations (H7IR)	

Module Content & Assessment

Indicative Content
Blended learning content Indicated by * under 'Indicative Description'
Globalisation and its implications – a 'new economy'? • The 'post-fordism' debate and the implications for the formation of a 'new economy'. • The evolution and meaning of globalisation.* • The pluralist defence of 'worker voice' and the neo-liberal critique of collective bargaining. • Multinational corporations and the conduct of industrial relations. • The impact of inward investment. • MNCs as 'modernisers', or the 'cuckoo in the nest'. • Fractured labour markets, low pay, poor work and migration. *
Strategic choice in the management of industrial relations • The rise of HRM and its implications for theories of collective bargaining. • Managing employee relations in non-union settings. • Diversity in labour management and product markets. • Developing employer strategies towards industrial relations. • Strategic approaches to bargaining – theory and practice. • Forcing, fostering, and union avoidance and suppression.
The 'new economy' and new forms of work organisation • Compliance and cooperation in the workplace. • Worker voice as a union purpose and as a managerial tool. • The 'flexible firm' and new issues in employment. • The search for productivity and its industrial relations implications.. • Fostering commitment. • Union approaches to managing change.
The local and regional state and industrial relations * Models of state intervention in industrial relations. • The pluralist tradition in the context of the 'new economy'. • The demise of 'social partnership' in Ireland and the evolution of state policies on union recognition and bargaining. • The debate on the European role in social policy and industrial relations. • The impact of neo-liberalism on forms of job regulation.
Change in the public sector Characteristics of public sector industrial relations The problem of pay setting The problem of service reform 'New public management' and public sector change in Ireland
Multinational corporations and their influence on Irish industrial relations The economic impact of inward investment Changing patterns of employer behaviour MNCs as 'modernisers', or the 'cuckoo in the nest'
Prospects for the development of industrial relations Future perspectives Strategic options for the state Strategic options for the employers Strategic options for the unions

Assessment Breakdown	%
Coursework	50.00%
End of Module Assessment	50.00%

Full Time

Coursework				
Assessment Type	Assessment Description	Outcome addressed	% of total	Assessment Date
Essay	Learners will be set an essay on the potential consequences of economic change for the management of labour and of industrial relations, to be answered in no more than 2,500 words, using references from books and articles as appropriate.	1,2,3,5	50.00	n/a

End of Module Assessment				
Assessment Type	Assessment Description	Outcome addressed	% of total	Assessment Date
Terminal Exam	End-of-Semester Final Examination usually contains six questions in three groups, with Learners required to answer one question from each group. Alternatively, it may consist of an open book examination with two extensive questions. All questions will necessitate essay-style responses and marks will be awarded based on clarity, structure relevant examples, depth of topic knowledge and evidence of reading outside core texts.	1,2,3,4,5	50.00	End-of-Semester

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

Workload: Full Time				
<i>Workload Type</i>	<i>Workload Description</i>	<i>Hours</i>	<i>Frequency</i>	<i>Average Weekly Learner Workload</i>
Lecture	No Description	4	Every Week	4.00
Independent Learning	No Description	17	Every Week	17.00
Total Hours				21.00
Total Weekly Learner Workload				21.00
Total Weekly Contact Hours				4.00

Workload: Part Time				
<i>Workload Type</i>	<i>Workload Description</i>	<i>Hours</i>	<i>Frequency</i>	<i>Average Weekly Learner Workload</i>
Lecturer Supervised Learning	30 hours lecture contact and 6 hours blended/ online to be completed in Stage 3, Block 6	36	Every Week	36.00
Independent Learning	To be done in Stage 3, Block 6	214	Every Week	214.00
Total Hours				250.00
Total Weekly Learner Workload				250.00
Total Weekly Contact Hours				36.00

Module Resources

Recommended Book Resources

Wallace, J., P. Gunnigle G. McMahon, and M O'Sullivan 2013, *Industrial Relations in Ireland*, 4th Ed., Gill & Macmillan Dublin

WILLIAMS S 2014, *Introducing Employment Relations : A Critical Approach*, OUP Oxford

Walton , Richard E., Cutcher-Gershenfeld , Joel E., McKersie , Robert B. 2000, *Strategic Negotiations : A Theory Of Change In Labor-Management Relations*

Supplementary Book Resources

D'art, D. And T. Turner (Eds.) 2002 *Irish Employment Relations in the New Economy*. Dublin, Blackhall., na

Ackers, P, C Smith, and P Smith (eds.) 1996, *The New Workplace and Trade Unionism: Critical Perspectives on Work and Organization* Routledge, London., na

Legge, K. 2005 *Human Resource Management: Rhetorics and Realities*, Palgrave Macmillan, Basingstoke, na

Recommended Article/Paper Resources

Hyman, R 2001, The Europeanisation – or the Erosion – of Industrial Relations?, *Industrial Relations Journal*, Vol. 4. No. 32., 280-9

Whitston, C 2014, The reform of joint labour committees - the re-commodification of labour?, *Industrial Relations Journal*, Vol 45 Issue 5, 409

Other Resources

Journal: *Journal of Industrial Relations*

Journal: *British Journal of Industrial Relations*

Journal: *European Journal of Industrial Relations*

Journal: *Industrial Relations News – as appropriate*

Website: *Web sites relating to prime actors – e.g. LRC, ICTU, IBEC*

Module Delivered in

Programme Code	Programme	Semester	Delivery
BAHHRD	BA (Honours) in Human Resource Management	6	Core Subject
BAHSTP	BA (Hons) in HRM Strategy and Practice	3	Core Subject