

Module code: MOD003344	Version: 1 Date Amended: 02/Mar/2012
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1. Module Title
Managing the Employment Relationship

2a. Module Leader	2b. Department	2c. Faculty
Null	Department of Leadership and Management	Lord Ashcroft International Business School

3a. Level	3b. Module Type
6	Standard (fine graded)

4a. Credits	4b. Study Hours
30	300

5. Restrictions			
Type	Module Code	Module Name	Condition
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Pre-requisites:	None		
Co-requisites:	None		
Exclusions:	None		
Courses to which this module is restricted:			

LEARNING, TEACHING AND ASSESSMENT INFORMATION

6a. Module Description
This module will analyse and critique the theoretical, empirical and policy issues associated with key contemporary developments in employee relations. Topics will include: theories of the employment relationship; diversity and conflict resolution; the dynamics of work and employment restructuring; flexible work arrangements; management strategies in employee relations; a current look at the status of unions in the UK and the character of individualistic employment arrangements; international trends in employment practice; the current state of UK employee relations and the impact of the role of multinational corporations in the management of employees. Case studies will be used extensively. Assessment in this module is by way of a midterm written assignment and a final project.

6b. Outline Content
- Recruiting and Hiring - Personnel Practices - Addressing Problem Behaviour and Termination - Illegal Discrimination - Investigations - Labour Relations - Incentives to Excel and People Skills - Conflict Management - Privacy Issues - Work Life Balance - Multinational Corporations Trends - Negotiating

6c. Key Texts/Literature
Key Text: Philip Lewis, Adrian Thornhill, Mark Saunders, Employee Relations: Understanding the Employment Relationship, 1st Edition, FT Prentice Hall, 2003 ISBN: 0273646257 Additional Reading/Resources: Electronic Resources associated with the textbook, Articles posted on the VLE by the Instructor.
<i>Last Updated:</i>

6d. Specialist Learning Resources
None

7. Learning Outcomes (threshold standards)		
No.	Type	On successful completion of this module the student will be expected to be able to:
1	Knowledge and Understanding	Develop a strategic and inclusive approach to employee relations.
2	Knowledge and Understanding	Provide managers and leaders with the education to lead on employee relations.
3	Knowledge and Understanding	Understand the legal framework of managing the employment relationship.
4	Intellectual, practical, affective and transferrable skills	Utilize skills in theory and practice of advocacy, mediation and negotiation, and skill development in negotiation.

8a. Module Occurrence to which this MDF Refers				
Year	Occurrence	Period	Location	Mode of Delivery
2016/7	ZZF	Template For Face To Face Learning Delivery		Face to Face

8b. Learning Activities for the above Module Occurrence			
Learning Activities	Hours	Learning Outcomes	Details of Duration, frequency and other comments
Lectures	24	1-4	3 hours weekly, delivered through lectures and tutorials (24 hours of lectures + 48 hours of tutorials), or equivalent.
Other teacher managed learning	48	1-4	3 hours weekly, delivered through lectures and tutorials (24 hours of lectures + 48 hours of tutorials), or equivalent.
Student managed learning	228	1-4	228 hours during the study period of tutor led and/or individual focussed study including reading, exercises, case studies and library research.
TOTAL:	300		

9. Assessment for the above Module Occurrence					
Assessment No.	Assessment Method	Learning Outcomes	Weighting (%)	Fine Grade or Pass/Fail	Qualifying Mark (%)
010	Coursework	3	40 (%)	Fine Grade	30 (%)
Details:	ASSIGNMENT - 2500 WORDS				
Assignment - 2500 words					
011	Coursework	1-4	60 (%)	Fine Grade	30 (%)
Details:	FINAL PROJECT - EQUIVALENT TO 3000 WORDS				
Final Project - equivalent to 3000 words					

In order to pass this module, students are required to achieve an overall mark of 40%.
In addition, students are required to:
(a) achieve the qualifying mark for each element of fine graded assessment of as specified above
(b) pass any pass/fail elements