

Module 27 Contemporary Employment Relations

Stage							3
Semester							2
Module Title							Contemporary Employment Relations
Module Number							27
Module Status							Mandatory or Elective
Module ECTS Credits							5
Module NFQ level							8
Pre-Requisite Module Titles							Human Resource Management
Co-Requisite Module Titles							None
Capstone Module?							No
List of Module Teaching Personnel							J. Tracey
Contact Hours					Non-contact Hours		Total Effort (hours)
46					54		100
Lecture	Practical	Tutorial	Seminar	Assignment	Placement	Independent Work	
36		10		26		28	100
Allocation of Marks (Within the Module)							
	Continuous Assessment	Project	Practical	Final Examination	Total		
Percentage Contribution	40			60	100		

Intended Module Learning Outcomes

On successful completion of this module, the learner will be able to:

1. Evaluate influences of adopting different employment relations perspectives on the employment relationships.
2. Identify constraints upon management decisions in the management of employment relationships.
3. Analyse the significance of recent trade union membership and recognition of the implications for the future.
4. Recognise the role government takes in regulating the employment relationship and its basis for power in society.
5. Consider the impact of employment relations practices on organisational stakeholders.
6. Examine the coverage of collective bargaining in Ireland and other developed economies.
7. Establish the significance of conflict resolution, mediation and negation in the employment relationship.
8. Implement employee relations procedures and practises within organisations.

Module Objectives

The purpose of this Contemporary Employment Relations module is to identify and develop appropriate knowledge within the field of Employment from a legal and Employee Relations perspective. This module will enable learners to become familiar with organisation wide industrial /employee approaches. This CER module gives a broad understanding of the numerous and diverse activities involved in the multifaceted nature of Employee Relations. Furthermore the module intends to ensure that students develop the necessary knowledge and understanding of the techniques used to implement employee relations practices with organisations. The knowledge gained in this stage 3 module builds on Human Resource Management and Organisational Behaviour in stage two.

Module Curriculum

- Employment Relations a Contextual View
- Trade Unions a Comparative Perspective
- Employer Organisations
- Dispute Resolution Institutions
- Individual Employment Law
- Collective and Individual workplace Procedures
- The Management of and implementation of Employment Relations
 - Procedure's and practices.
- The Nature of Industrial Conflict & Strikes
- Negotiations & Mediation
- Collective Bargaining workplace and National

Reading lists and other learning materials

Leat, M. (2009) Exploring Employee Relations. Edition 3. Butterworth-Heinemann Publishers.
Williams , S. (2014) Introducing Employee Relations : a critical approach. Oxford University Press.
Gunnigle, W. J., McMahon, P., G., and O'Sullivan M., (2013) Industrial Relations in Ireland, Gill & MacMillan.

Aylott, E. (2014) Employee Relations. Kogan Page. UK.

Williams, S. & Adam-Smith, D. (2010) Contemporary Employment Relations: A Critical Introduction. 2nd edition. OUP Oxford UK

Reading Pack

In addition student will be given a class reading pack which will contain recent and relevant journal articles which have been sourced by the lecturer and are deemed most applicable to the module content.

Journals and Papers to refer to for research:

Sunday Business Post
Irish Times
Harvard Business Review
Business Plus

Websites and databases for research:

www.times100.com

Business Source Premier
Emerald Insight
LEXIS NEXIS
Sage Journals Premier

Module Learning Environment

A learner-focussed learning environment will be created in both the tutorials, lectures and online Moodle sessions. Learners will be guided and supported through a structured learning process. Tutorials and lectures will use examples and case studies related to current business environment.

Moodle will be used extensively to support and direct learners beyond the face-to-face encounters and in addition for interactive activities such as on-line quizzes and discussion forums.

Module Teaching and Learning Strategy

This module is specifically designed to develop to introduce the learner's to the world of business from a management, environment, marketing and ethical perspective. The module is delivered through lectures, case studies, supporting tutorials, videos, online resources and guest speakers. Case studies reviewing typical Employee relation issues in the areas of retail, marketing, banking, public sector will be employed. Guest speakers will be invited to discuss topics specific to this syllabus and learners are also required to read extensively on the subject matter and given prescribed reading material prior to lectures.

Module Assessment Strategy

Course work for this module accounts for 40% of the overall marks. The 40% coursework will be allocated to one of the following; examination of a case study or written essay or report. In addition knowledge and understanding of the material is assessed through a 60% end of term examination on module completion