

Module Details	
Module Title	Employee Relations
Module Code	HRM7504-A
Academic Year	2024/5
Credits	10
School	School of Management
FHEQ Level	FHEQ Level 7

Contact Hours	
Type	Hours
Lectures	12
Directed Study	76
Tutorials	12

Availability	
Occurrence	Location / Period
BDA	University of Bradford / Semester 1

Module Aims
<ol style="list-style-type: none"> 1. To promote a critical understanding of key issues in both UK and comparative employment relations. 2. Develop sound theoretical and conceptual understandings of the complexities of managing employment relations issues. 3. To provide a comprehensive understanding of employment relations in order to critically evaluate current debates on the changing nature of employment. 4. Develop key analytical and personal skills that are essential for business practitioners in managing the employment relationship.

Outline Syllabus

The syllabus will be drawn from key areas of theory and practice, including:

- the employment relationship and theories of employment relations;
- representation and collective bargaining;
- Participation and involvement;
- The state and the regulation of employment relations;
- The decline of collectivism;
- The rise of partnership;
- International differences in employment relations;
- The role of production and educational regimes;
- Welfare regimes and labour participation;
- Multinational corporations and international labour standards;
- Globalisation and convergence.

The emphasis will be on integrating classic theories and concepts of the study of employment relations, with contemporary debates and empirical research. Issues of ethical and sustainable people management approaches will be addressed in the syllabus.

Learning Outcomes

Outcome Number	Description
1	a. Demonstrate a comprehensive understanding of the complexities of employment relations, both in the UK and from a comparative perspective.
01	b. Apply theoretical and conceptual knowledge to address the management of employment relations issues.
02	a. Demonstrate a critical understanding and knowledge of employment relations theory.
02	b. Develop analytical skills to assess complex issues within organisations.
03	a. Demonstrate effective communicative, analytical and debating skills.
03	b. Develop creative ways to resolve and negotiate issues.
03	c. Ensure that effective approaches to people management are undertaken in an ethical and sustainable manner.

Learning, Teaching and Assessment Strategy

Lectures (synchronous) will be used to critically explore key theories, concepts and empirical research in the field of employment relations, which will enable students to develop clear understandings of the topic (learning outcomes 1.a and 2.a). These will be supported by a student-led seminars, where key conceptual issues and current empirical research papers will be assessed and discussed. This will enable students to develop key analytical and presentational skills (learning outcomes 1.b, 3.a, 3.b, 3.c). Feedback will be offered to students in order to develop understandings and knowledge of relevant literature and texts (learning outcomes 1.a and 2.b).

Tutorials will be used to reinforce the taught component and formative assessments will allow for monitoring progress. These will be supplemented by web-based learning and self-directed learning to support each topic will take place within the directed study time. Formative feedback is provided in the tutorials and lectures.

Assessment is in the form of one individual assignment of 2,500 words, critically assessing a key employment relations issue from the module. The coursework assesses student understandings of substantive issues in employment relations that are covered in the module and additional readings (learning outcomes 1.a, 1.b, 2.a, 3.a, 3.b, 3.c).

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Mode of Assessment

Type	Method	Description	Weighting
Summative	Coursework - Written	Individual Assignment	100%

Reading List

To access the reading list for this module, please visit <https://bradford.rl.talis.com/index.html>

Please note:

This module descriptor has been published in advance of the academic year to which it applies. Every effort has been made to ensure that the information is accurate at the time of publication, but minor changes may occur given the interval between publishing and commencement of teaching. Upon commencement of the module, students will receive a handbook with further detail about the module and any changes will be discussed and/or communicated at this point.