

Module 11

6.11.1 Employee Relations

Module title						Employee Relations					
Module NFQ level (only if an NFQ level can be demonstrated)						7					
Module number/reference						BS11					
Parent programme(s)						Bachelor of Arts (Honours) in Business Studies					
Stage of parent programme						Stage Two					
Semester (semester1/semester2 if applicable)						Semester One					
Module credit units (FET/HET/ECTS)						ECTS					
Module credit number of units						10					
Duration of the module						One Academic Semester, 12 Weeks Teaching.					
Average (over the duration of the module) of the contact hours per week						6					
Analysis of required learning effort											
Effort while in contact with staff											
Classroom and demonstrations		Mentoring and small-group tutoring		Other (specify)		Directed e-learning (hours)	Independent learning (hours)	Other hours (specify)	Work-based learning hours of learning effort	Total effort (hours)	
Hours	Minimum ratio teacher/learner	Hours	Minimum ratio teacher/learner	Hours	Minimum ratio teacher/learner						
48	1:40	24	1:20				178			250	
Allocation of marks (within the module)											
						Continuous assessment	Supervised project	Proctored practical examination	Proctored written examination	Total	
Percentage contribution						40%			60%	100%	

Minimum intended module learning outcomes

On the successful completion of this module, students should be able to:

- MIMLO 11.1** Describe and critically evaluate key theories and frameworks for understanding employee relations and its strategic importance to an organisation.
- MIMLO 11.2** Critically evaluate the wider environmental context within which employee relations are situated, including employment law, trade unionism, collective bargaining, and European economic integration.
- MIMLO 11.3** Outline the role of employee representation in the workplace and broader labour market, and the various mechanisms and representation structures through which employees are given 'voice'.
- MIMLO 11.4** Demonstrate an understanding of the dynamics of industrial conflict and critically examine and assess individual cases of industrial dispute and their resolution.
- MIMLO 11.5** Prepare and provide an oral presentation on the subject of employee relations.

Module content, organisation and structure

Indicative Syllabus

Introduction

- The Labour Market and the Labour Process
- The Nature of the Employment Relationship
- The Rules of the Game in Legislation

Industrial Relations

- Industrial relations Theory
- Contextual and theoretical overview
- Background to industrial relations in Ireland
- The Raison d'être of Trade Unionism
- Growth of Employer Organisations
- Human Resource Management Strategies
- Collective Industrial Relations legislation

Trade Unions

- Development of the Trade Union Movement
- Trade Unions as Organisations
- Impact of Employer Organisations on employee relations
- Trade Disputes and dispute regulations

Collective Bargaining

- Collective Bargaining and Collective Agreements
- Social partnership
- Public and Private Sector bargaining
- Contemporary issues in collective bargaining
- Economic impact on bargaining and outcomes

Protective Legislation

- Safety, Health and Welfare in the workplace
- Organisation of Working Time Act, Holidays, Payment of wages etc.

Institutions and Officers

- Workplace Relations Commission
- The Labour Court
- Conciliation service
- Joint labour committees

The New Workplace

- Individual protective legislation
- Collective legislation
- Restructuring and Globalization
- The New Management of Work
- Employee 'voice'
- The role of Mediation as a method of conflict resolution

Reading lists and other information resources

Title	Author	Publisher	Year
Essential:			
Introducing Employment Relations – A critical Approach 3 rd Edition	Williams, Steve	Oxford University Press, Great Clarendon Street U.K.	2014

Industrial Relations in Ireland: Theory and Practice. 4 th Edition	Gunnigle, P., McMahon, G. & Wallace, J.	Gill and Macmillan	2013
Human Resource Management in Ireland 5 th Edition	Gunnigle, P. Heraty, N. Morley, M.	Gill and Macmillan	2017
Industrial Relations Theory and Practice 4 th Edition	Salmon, Michael	Prentice Hall	2000
<u>Recommended:</u> EU Labour Legislation in Ireland	Conlan, P	Gill and Macmillan	2004
Consolidated Dismissal Redundancy and Employee Consultation Legislation		Government Publications	2003