IB240-15 Understanding Employment Relations

21/22

Department
Warwick Business School
Level
Undergraduate Level 3
Module leader
Deborah Dean
Credit value
15
Assessment
100% coursework
Study location
University of Warwick main campus, Coventry

Description

Introductory description

Work is central to our lives and this module provides an introduction to the field of employment relations. The employment relationship is studied within a broad political, historical, economic and social context, with a focus on the UK and US.

Module web page

Module aims

Students learn how to analyse the employment relationship and develop familiarity with the academic discussions around the key issues affecting the contested ordering of working life. The module enables understanding of the changing roles played by different participants in the workplace: employers, employees, the state and trade unions. This understanding is framed by the major theories and concepts involved in shaping the employment relationship.

Outline syllabus

This is an indicative module outline only to give an indication of the sort of topics that may be covered. Actual sessions held may differ.

- Introduction to Module (Definitions of industrial relations, outlining key theoretical and

analytical perspectives)
- Ways of understanding employment (What does it mean to be an employee? Who are the key participants, what are the key labour market trends that affect the experience of work? Key perspectives on diversity within the labour market)
- Conflict and resistance in the employment relationship (Is conflict an inherent feature? Strike patterns and discussion of other expressions of conflict. Debates about the employment relationship as a series of structured antagonisms, where cooperation may be as common as conflict)
- Managers – Private and Public sector (This subject will stretch across 2 weeks. Key theoretical and conceptual positions on the management of industrial relations in both sectors. How does the public differ from the private?Trace the trend from control to commitment perspectives and emergence of human resource management.)
- Employees (Reflect on key labour market trends and trends over last 20 years in terms of what it means to be an employee: move away from stereotype of full time, male worker in manufacturing to atypical contracts, flexibility of hours, rise of service sector, feminisation of labour market etc).
- Trade Unions (introduction to trade unions: characteristics, aims, activities, membership trends and introduction to key interventions in the workplace.
- The State: Economic manager and Regulator (What role does government play in the regulation of industrial relations with focus on legislative framework and changes over last 25 years).
- Overview and essay skills (Overview of key themes across module and linking through to development in Industrial Relations Process and Practices module. Guidance on assignment and expectations of markers.

Learning outcomes

By the end of the module, students should be able to:

- Understand the influence of employers, employees, trade unions and the state in shaping the employment relationship.
- Evaluate the impact of the changing political, economic and societal context on industrial relations developments and the behaviour of industrial relations participants.
- Understand how to locate industrial relations processes and institutions within broader business management contexts.
- Critically assess a variety of theories, concepts, frameworks and perspectives which inform the study of industrial relations.

Indicative reading list

P. Blyton and P. Turnbull, (2004) The Dynamics of Employee Relations, 3rd Edition Macmillan.

Colling, T. and Terry, M. (2010) Industrial Relations: Theory and Practice. Wiley.

Katz, H., Kochan, T. and Colvin, A. (2007) An Introduction to Industrial Relations and Collective Bargaining, 4th Edition McGrewHill.

Subject specific skills

Develop negotiating skills in relation to different positions and interests.

Transferable skills

Present analysis of industrial relations in both oral and written form.
Consolidate skills of discussion in groups and application of theories to case study material.

Study

Study time

Type	Required
Lectures	10 sessions of 1 hour (50%)
Seminars	10 sessions of 1 hour (50%)
Total	20 hours

Private study description

Private Study.

Costs

No further costs have been identified for this module.

Assessment

You do not need to pass all assessment components to pass the module.

Assessment group A2

	Weighting	Study time
Individual Assignment	100%	78 hours

Feedback on assessment

Feedback via My.WBS.

Availability

Courses

This module is Optional for:

- UIBA-MN34 Law and Business Four Year (Qualifying Degree)
    - Year 3 of MN34 Law and Business Studies Four Year (Qualifying Degree)
    - Year 4 of MN34 Law and Business Studies Four Year (Qualifying Degree)
- UECA-3 Undergraduate Economics 3 Year Variants
    - Year 2 of L100 Economics
    - Year 2 of L100 Economics
    - Year 2 of L100 Economics
    - Year 2 of L100 Economics
    - Year 2 of L100 Economics
    - Year 2 of L100 Economics
    - Year 2 of L116 Economics and Industrial Organization
    - Year 2 of L116 Economics and Industrial Organization
    - Year 3 of L100 Economics
    - Year 3 of L100 Economics
    - Year 3 of L100 Economics
    - Year 3 of L116 Economics and Industrial Organization
    - Year 3 of L116 Economics and Industrial Organization
- UECA-4 Undergraduate Economics 4 Year Variants
    - Year 2 of LM1H Economics, Politics & International Studies with Study Abroad
    - Year 2 of LM1H Economics, Politics & International Studies with Study Abroad
    - Year 4 of L103 Economics with Study Abroad
    - Year 4 of LM1H Economics, Politics & International Studies with Study Abroad
    - Year 4 of LM1H Economics, Politics & International Studies with Study Abroad
    - Year 4 of L114 Industrial Economics with Study in Europe
- UECA-LM1D Undergraduate Economics, Politics and International Studies
    - Year 2 of LM1D Economics, Politics and International Studies
    - Year 2 of LM1D Economics, Politics and International Studies
    - Year 3 of LM1D Economics, Politics and International Studies
    - Year 3 of LM1D Economics, Politics and International Studies
- Year 2 of UIPA-L8N1 Undergraduate Global Sustainable Development and Business
- Year 3 of UIBA-MN31 Undergraduate Law and Business Studies
- UIBA-MN32 Undergraduate Law and Business Studies
    - Year 3 of MN32 Law and Business Studies (Four-Year)
    - Year 4 of MN32 Law and Business Studies (Four-Year)
- UIBA-MN37 Undergraduate Law and Business Studies (Qualifying Degree) with Intercalated Year
    - Year 2 of MN37 Law and Business Studies (Qualifying Degree) with Intercalated Year
    - Year 5 of MN37 Law and Business Studies (Qualifying Degree) with Intercalated Year
- UIBA-MN35 Undergraduate Law and Business Studies with Intercalated Year (3+1)

    - Year 3 of MN35 Law and Business Studies with Intercalated Year (3+1)
    - Year 4 of MN35 Law and Business Studies with Intercalated Year (3+1)
- UIBA-MN36 Undergraduate Law and Business Studies with Intercalated Year (4+1)
    - Year 2 of MN36 Law and Business Studies with Intercalated Year (4+1)
    - Year 5 of MN36 Law and Business Studies with Intercalated Year (4+1)
- Year 3 of UMAA-GL11 Undergraduate Mathematics and Economics
- Year 4 of UECA-GL12 Undergraduate Mathematics and Economics (with Intercalated Year)
- Year 4 of UPHA-V7MM Undergraduate Philosophy, Politics and Economics (with Intercalated year)

This module is Unusual option for:

- UPHA-V7ML Undergraduate Philosophy, Politics and Economics
    - Year 3 of V7ML Philosophy, Politics and Economics (Tripartite)
    - Year 3 of V7ML Philosophy, Politics and Economics (Tripartite)
    - Year 3 of V7ML Philosophy, Politics and Economics (Tripartite)

This module is Option list G for:

- UPHA-V7ML Undergraduate Philosophy, Politics and Economics
    - Year 2 of V7ML Philosophy, Politics and Economics (Tripartite)
    - Year 2 of V7ML Philosophy, Politics and Economics (Tripartite)
    - Year 2 of V7ML Philosophy, Politics and Economics (Tripartite)
- USX2-Y202 Undergraduate Social Studies [2 + 2]
    - Year 3 of Y202 Social Studies [2 + 2]
    - Year 3 of Y202 Social Studies [2 + 2]
    - Year 3 of Y202 Social Studies [2 + 2]