

MODULE:	EMPLOYEE RELATIONS
Semester:	II (Spring)
Stage:	II
Number of Credits:	4 semester credits/6 quarter units
Assessment Weighting:	40% Coursework 60% Examination

INTRODUCTION

This module aims to introduce students to the main issues involved in the management of employee relations in the current business environment. It will examine personnel management and administration, HRM and industrial relations theory and practice in Ireland with a particular focus on the roles of employers, trade unions and the state.

AIMS

The aims of this module are:

- To ensure students fully understand the recent changes and developments in employee and industrial relations within the broader economic and institutional context
- To provide students with an in-depth understanding of the possible future developments in the area of employee and industrial relations in Ireland
- To provide students with the opportunity to explore aspects of employee relations such as disciplinary and grievance procedures, negotiation and collective bargaining
- To enable students to appreciate the wider social, legal and economic contexts of employee relations.

LEARNING OUTCOMES

On completion of this module, students will be able to:

- Examine the main theoretical approaches to employee relations
- Define and explain recent developments in the management of employee relations.
- Evaluate the roles played by key parties to employee relations.
- Critically assess the trends in trade union development.
- Evaluate recent trends in industrial conflict.
- Examine problems associated with some contemporary managerial initiatives.
- Critically define the role of personnel management and HRM, manpower administration, training and development, in-company issues, industrial relations institutions, social partners and collective bargaining.

ASSESSMENT METHODS

Course work will account for 40% of the marks, and may be typically presented in the format of written assignments including case study analysis and essays. A written

examination will also be held on module completion accounting for the remaining 60% of the marks.