

## MODULE DESCRIPTOR

### Module Title

Employee Relations: Voice and Participation

Reference	BSM849	Version	2
Created	February 2024	SCQF Level	SCQF 11
Approved	February 2022	SCQF Points	15
Amended	March 2024	ECTS Points	7.5

### Aims of Module

The aim of this module is to develop a knowledge and understanding of the theories, strategies and practices (including underpinning legislation), of human resource management in the area of the employment relationship; and be able to apply those theories to evaluate organisational scenarios in order to ensure a focus on desired outcomes.

### Learning Outcomes for Module

On completion of this module, students are expected to be able to:

- 1 Appraise the nature, context and significance of employee relations interventions; including their connection to the sustainability of organisational strategic objectives and the interests of stakeholders.
- 2 Analyse the concept of the Employee Voice and its influence on the effective development and implementation of interventions designed to enhance employee participation, engagement and performance based outcomes.
- 3 Evaluate the impact of the regulatory and bargaining frameworks influencing the employment relationship in the UK and internationally.
- 4 Identify the roles and responsibilities of the different parties involved in the management of the employment relationship.
- 5 Critically evaluate the importance of ensuring that decisions relating to the employment relationship follow the principles that: work, people and professionalism matter; that they are based on sound evidence and that, ultimately, they lead to optimal organisational performance and an improvement in working lives.

### Indicative Module Content

Employee Voice; participation and engagement interventions in context, examining external influences (economic and historical), institutions and key participants in the employment relationship; policies and procedures relating to discipline, grievance, redundancy, harassment, union recognition and collective bargaining; managing conflict; bargaining and negotiations, dispute resolution; the legal and wider regulatory framework.

### Module Delivery

This module is delivered for on campus students via a series of interactive live lectures and tutorials in addition to pre-recorded content. The live sessions are student-led and often require group work to analyse case studies. Students are also required to undertake directed and independent self-study. Online students will have access to a range of materials and tools to facilitate their learning including topic guides, recorded lectures, online tutorials, exercises, group-work areas and discussion forums. In addition to the sessions with a tutor, online quizzes and knowledge checkers may be used to assist online learners to benchmark their knowledge as they go. External speakers may also be used to further contextualise the module content.

### Indicative Student Workload

	Full Time	Part Time
Contact Hours	36	36
Non-Contact Hours	114	114
Placement/Work-Based Learning Experience [Notional] Hours	N/A	N/A
TOTAL	150	150
<i>Actual Placement hours for professional, statutory or regulatory body</i>		

### ASSESSMENT PLAN

*If a major/minor model is used and box is ticked, % weightings below are indicative only.*

#### Component 1

Type:	Coursework	Weighting:	100%	Outcomes Assessed:	1, 2, 3, 4, 5
Description:	A skills-based negotiation exercise and Justification Report.				

### MODULE PERFORMANCE DESCRIPTOR

#### Explanatory Text

Component 1 comprises 100% of the module grade. To pass the module, a D grade is required.

Module Grade	Minimum Requirements to achieve Module Grade:
<b>A</b>	A
<b>B</b>	B
<b>C</b>	C
<b>D</b>	D
<b>E</b>	E
<b>F</b>	F
<b>NS</b>	Non-submission of work by published deadline or non-attendance for examination

### Module Requirements

Prerequisites for Module	None.
Corequisites for module	None.
Precluded Modules	None.

**INDICATIVE BIBLIOGRAPHY**

- 1 BENNETT, T., SAUNDRY, R. and FISHER, V., 2020. *Managing Employment Relations*. 7th ed. London: CIPD Kogan Page.
- 2 FARNHAM, D., 2016. *The Changing Faces of Employment Relations*. London: Palgrave.
- 3 HYMAN, J., 2018. *Employee Voice and Participation*. Oxford: Routledge.