

Module code: MOD007201	Version: 1 Date Amended: 13/Jan/2020
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1. Module Title
Employment Law and Relations

2a. Module Leader
Andrew Noble

2b. School
School of Management

2c. Faculty
Faculty of Business and Law

3a. Level
6

3b. Module Type
Standard (fine graded)

4a. Credits
30

4b. Study Hours
300

5. Restrictions			
Type	Module Code	Module Name	Condition
Pre-requisites:	None		
Co-requisites:	None		
Exclusions:	None		
Courses to which this module is restricted:			

LEARNING, TEACHING AND ASSESSMENT INFORMATION

6a. Module Description

People represent a key source of sustainable competitive advantage for most organisations. Employment law continues to expand both in terms of volume and complexity, and the amount of regulation covering the employment relationship and the workplace has grown substantially in recent years.

You will gain a comprehensive understanding of employment law and employment relations in terms of theory, debates and practices from a theoretical and behavioural competency perspective.

Your knowledge, understanding and skills will let you brief and support organisations on the consequences of current and future developments in employment law/relations and give up-to-date, timely and accurate advice concerning the practical application of key legal principles of UK employment law. This will relate both to collective and individual employment relations and the actions of employers, employees and their respective organisations, whilst offering support and advice to management regarding best practice. Throughout the module you will reflect critically on theory and practice and take into consideration both legal and ethical issues

6b. Outline Content

- Sources of Employment Law-The tribunal system
- History of Employment relations
- The theories and perspectives on employment relations
- The Contract of Employment-Express and implied terms
- Employee status
- Employer and employee duties
- Trade unionism
- Managing employee relations in the Information age
- Human resource policies and procedures
- TUPE
- Discrimination in Employment
- Equal Pay
- Industrial democracy
- Automation
- Productivity
- Health and Safety Legislation
- Conflict, cooperation and strikes
- Austerity
- Release from the organisation- Dismissal, redundancy

6c. Key Texts/Literature

The reading list to support this module is available at: <https://readinglists.aru.ac.uk/>

6d. Specialist Learning Resources

None

7. Learning Outcomes (threshold standards)		
No.	Type	On successful completion of this module the student will be expected to be able to:
1	Knowledge and Understanding	Understand the purpose of employment legislation and the way it is enforced in practice.
2	Knowledge and Understanding	Identify the evolving developments in employment involvement and participation.
3	Knowledge and Understanding	Show critical appreciation and comprehensively understand the role of the parties that affect the management of employment relations and the various dispute resolution interventions.
4	Intellectual, practical, affective and transferrable skills	Apply the appropriate legislation or employment relations principles to a variety of business and organisational activities.
5	Intellectual, practical, affective and transferrable skills	Evaluate critically the legal and employment relations implications of decisions, plans or proposals in contemporary society
6	Intellectual, practical, affective and transferrable skills	Analyse and synthesize complex legal materials and factual scenarios to evaluate the merits of course of action, using appropriate reasoned arguments

8a. Module Occurrence to which this MDF Refers				
Year	Occurrence	Period	Location	Mode of Delivery
2025/6	ZZF	Template For Face To Face Learning Delivery		Face to Face

8b. Learning Activities for the above Module Occurrence			
Learning Activities	Hours	Learning Outcomes	Details of Duration, frequency and other comments
Lectures	24	1-6	11weeks(+1) x 2hrs lectures
Other teacher managed learning	24	1-6	11weeks (+1) x 2hrs seminars
Student managed learning	252	1-6	Reading and independent research
TOTAL:	300		

9. Assessment for the above Module Occurrence					
Assessment No.	Assessment Method	Learning Outcomes	Weighting (%)	Fine Grade or Pass/Fail	Qualifying Mark (%)
010	Coursework	1-6	100 (%)	Fine Grade	40 (%)
5,000 words essay					

In order to pass this module, students are required to achieve an overall mark of 40% (for modules at levels 3, 4, 5 and 6) or 50% (for modules at level 7*).

In addition, students are required to:

- (a) achieve the qualifying mark for each element of fine graded assessment as specified above
- (b) pass any pass/fail elements

[* the pass mark of 50% applies for all module occurrences from the academic year 2024/25 – see Section 3a of this MDF to check the level of the module and Section 8a of this MDF to check the academic year]