



Module Definition Form (MDF)

Module code: MOD007552	Version: 2 Date Amended: 16/Jul/2020
-------------------------------	---

1. Module Title
Work and Employment in a Social Context

2a. Module Leader
Andrew Noble

2b. School
School of Management

2c. Faculty
Faculty of Business and Law

3a. Level
7

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

Job design and work organisation are important concerns for the HR function in all sectors of the economy. Traditional social theory tends to over-simplify the complexities of contemporary work practices, so an understanding of the social context of work and employment is vital to the performance of HRM effectively. In this module, you'll reflect on both traditional and contemporary organisation of work and place the development of the concepts of work and employment into their social contexts. The amount of regulation covering the employment relationship and the workplace has grown substantially in volume and complexity in recent years. As such, you'll gain a comprehensive understanding of employment law and employment relations in terms of theoretical perspectives, debates and practices in national and international contexts, and from a theoretical and behavioural competency perspective. The purpose is to provide you with the knowledge, understanding and skills required to brief and support organisations on the consequences of current and future developments in employment law/relations, and to give up-to-date, timely and accurate advice concerning the practical application of key legal principles of UK employment law. This will relate to collective and individual employment relations, the actions of employers, employees and their respective organisations, and offer support and advice to management regarding best practice. You'll need to reflect critically on theory and practice and take into consideration both legal and ethical issues.

6b. Outline Content

- National and international employment markets
- Fordism
- Post-Fordism
- Manufacturing and Services
- Equality and Diversity
- Gender
- Ethnicity
- Class
- Resourcing and talent management
- Deskillling and up-skilling
- Outsourcing, subcontracting and the use of external consultants
- Flexible working initiatives
- Corporate Social Responsibility
- Internships
- Recruitment Agencies
- Employment Law
- The 'gig' economy
- Unemployment and precarious employment
- Professions
- Work ethics
- Institutions and Unions
- Employment Relations perspectives

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	Critically evaluate the managerial and business environment of the HR function
2	Intellectual, practical, affective and transferrable skills	Analyse and critically evaluate environmental factors which have an impact on HRM practices and strategies, including Globalisation, Technological Change, Demographic change, Legal and Governmental Regulatory Institutions, Markets and Competition.
3	Knowledge and Understanding	Demonstrate knowledge of developments in employment law up to date and advise about the impact of these developments on employment policy and practice in own organisations
4	Intellectual, practical, affective and transferrable skills	Develop and evaluate resourcing and talent management strategies, diversity management and flexible working initiatives with a view to building long term organisational performance
5	Intellectual, practical, affective and transferrable skills	Play an advisory role to take the appropriate action in workplace scenarios where employment regulation applies and in determining the appropriate organisational response when legal action on the part of an employee is anticipated, threatened or taken
6	Intellectual, practical, affective and transferrable skills	Evaluate the importance of organisational level employment relations processes that support organisational performance in the areas of: employee engagement; diversity management; negotiation and bargaining; conflict resolution; and change management.

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	0	N/A	N/A
Other teacher managed learning	76	1-6	22 x 20 minute screencasts 11 x 40 minute online moderation of student community 22 x 1 hour tutorials – Face to face with a SSR of 100:1 22 x 1 hour – Face to face with a SSR of 25:1 Directed reading, case study analyses and preparation for lectures and seminars. Learning hours required to comply with CIPD requirements
Student managed learning	224	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 2 4	40 (%)	Fine Grade	40 (%)
Portfolio – Evidence impact on organisation of work – Notional equivalent of 2,400 words					
Assessment No.	Assessment Method	Learning Outcomes	Weighting (%)	Fine Grade or Pass/Fail	Qualifying Mark (%)
011	Coursework	1 3 5 6	60 (%)	Fine Grade	40 (%)
3,600 word essay on a contemporary work/employment issue					

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]