

School / Faculty: Federation Business School

Course Title: INTRODUCTION TO INDUSTRIAL RELATIONS

Course ID: BSMAN1004

Credit Points: 15.00

Prerequisite(s): Nil

Co-requisite(s): Nil

Exclusion(s): Nil

ASCED Code: 080307

Grading Scheme: Graded (HD, D, C, etc.)

Program Level:

| AQF Level of Program | | | | | | |
|----------------------|---|---|---|---|---|----|
| | 5 | 6 | 7 | 8 | 9 | 10 |
| Level | | | | | | |
| Introductory | ■ | ■ | ✓ | ■ | ■ | ■ |
| Intermediate | ■ | ■ | ■ | ■ | ■ | ■ |
| Advanced | ■ | ■ | ■ | ■ | ■ | ■ |

Learning Outcomes:

This course is designed to introduce students to the fundamentals of industrial relations. It examines federal and state industrial relations legislation and systems. Graduates will understand strategic planning, policy development, negotiation, conflict management and dispute resolution. They will be able to contribute to the development of an industrial relations strategy and policy, analysis of different industrial relations options, and development of a cost benefit and risk analysis for the different options.

Knowledge:

- K1.** Demonstrate a technical and theoretical understanding of the Australian federal and state industrial relations legislation and systems.
- K2.** Recognise how industrial relations negotiations, dispute resolutions and conflict management can use ethical and socially responsible managerial techniques.
- K3.** Appraise cost benefit and risk analysis options relative to the implementation of industrial relations strategy and policy.
- K4.** Observe how the basics of industrial relations can be applied to the study of other management disciplines.

Skills:

Course Outline (Higher Education)

BSMAN1004 INTRODUCTION TO INDUSTRIAL RELATIONS

- S1.** Analyse industrial relations scenarios, evaluate factors that contribute to the issues, and evaluate innovative resolutions.
- S2.** Organise and present industrial relations data, both quantitative and qualitative, using appropriate information technology
- S3.** Communicate, both verbally and non-verbally, approaches to managing industrial relations negotiations, dispute resolutions and conflict management.

Application of knowledge and skills:

- A1.** Implement processes to facilitate industrial relations negotiations, dispute resolutions and conflict management.
- A2.** Use general industrial relations management concepts to facilitate strategic planning, policy development, negotiation, conflict management and dispute resolution.
- A3.** Demonstrate an autonomous approach to problem solving industrial relations problems within an organisational environment.

Course Content:

This course is designed to introduce students to the fundamentals of industrial relations. It examines strategic planning, policy development, negotiation, conflict management and dispute resolution. Students undertake a detailed analysis of federal and state industrial relations legislation and systems. They develop an industrial relations strategy and policy, analyse different industrial relations options, and develop a cost benefit and risk analysis for the different options. Students assess industrial relations negotiations scenarios and determine the most effective conflict management techniques and procedures.

Values and Graduate Attributes:

This course will help students develop values and attributes that will enable them to:

Values:

- V1.** Display the skills, motivation and confidence to engage in continuous learning and progress their studies in an applied discipline
- V2.** Be highly valued within an organisation for being committed to ensuring a safe work place
- V3.** Support socially responsible and ethical behaviour in ensuring a safe work place.

Graduate Attributes:

FedUni graduate attributes statement. To have graduates with knowledge, skills and competence that enable them to stand out as critical, creative and enquiring learners who are capable, flexible and work ready, and responsible, ethical and engaged citizens.

| Attribute | Brief Description | Focus |
|-------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| Knowledge, skills and competence | This course empowers students to conduct critical analysis, and make recommendations, regarding industrial relations within an organisational environment. | Low |
| Critical, creative and enquiring learners | Student confidence is developed through applying the acquired industrial relations knowledge and skills to relevant business scenarios. | Medium |

Course Outline (Higher Education)

BSMAN1004 INTRODUCTION TO INDUSTRIAL RELATIONS

| Attribute | Brief Description | Focus |
|-------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|
| Capable, flexible and work ready | Graduates of this course will be empowered to engage with a range of organisational stakeholders including external and internal customers, staff and senior management. | High |
| Responsible, ethical and engaged citizens | This course encourages socially responsible and ethical behaviour, by graduates, in managing industrial relations within the workplace. | High |

Learning Task and Assessment:

| Learning Outcomes Assessed | Assessment Task | Assessment Type | Weighting |
|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|-----------|
| K1, K2, S1, S2, S3, A1, A3 | Analyse industrial relations scenarios, critically evaluate factors that contribute to the issues, and propose resolutions. | Individual case study report/ Essay/ Short answer test. | 10-30% |
| K1, K2, K3, S1, S2, S3, A1, A2, A3 | Research, establish, monitor and evaluate an industrial relations strategy. | Portfolio/ Assignment/ Presentation | 20-40% |
| K1, K2, K3, K4 S1, A2, | Invigilated examination in which students demonstrate applied understanding of industrial relations principles and fundamentals. | Examination | 30-50% |

Adopted Reference Style:

APA