

**School / Faculty:** Federation Business School

**Course Title:** INDUSTRIAL RELATIONS

**Course ID:** BUHRM2602

**Credit Points:** 15.00

**Prerequisite(s):** (BUHRM1501 or JH501)

**Co-requisite(s):** Nil

**Exclusion(s):** Nil

**ASCED Code:** 080510

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

**Program Level:**

AQF Level of Program						
	5	6	7	8	9	10
<b>Level</b>						
Introductory	■	■	■	■	■	■
Intermediate	■	■	✓	■	■	■
Advanced	■	■	■	■	■	■

**Learning Outcomes:**

**Knowledge:**

- K1.** Identify the historical context of Industrial Relations (IR) institutions and practices
- K2.** Compare and contrast existing IR theories and perspectives
- K3.** Differentiate between existing IR practices
- K4.** Appraise the impact of workplace IR on the wider community
- K5.** Explain the relevance and impact of contemporary IR/ER theory

**Skills:**

- S1.** Develop effective IR and negotiation strategies
- S2.** Identify the causes of conflict in an organisation
- S3.** Analyse negotiation concepts in a variety of workplace contexts
- S4.** Design, prepare and/or respond to a range of alternative workplace arrangements
- S5.** Prepare a report which communicates the results of an IR project

**Application of knowledge and skills:**

- A1.** Use initiative and judgement in the application of IR and/or negotiation practices
- A2.** Reflect on the need for continual personal and professional development

# Course Outline (Higher Education)

BUHRM2602 INDUSTRIAL RELATIONS

## Course Content:

The area of industrial relations is broad and covers how managers and subordinates interact and relate with each other to more effectively meet organisational goals. This course focuses on the effective management of conflict and negotiation in the workplace

## Values and Graduate Attributes:

### Values:

- V1.** Appreciate the interface of theory and practice
- V2.** Value foresight in the progress of management science
- V3.** Develop a mastery of concepts
- V4.** Appreciate the complexity of industrial relations in the Australian context

### 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	The confidence gained from contemporary management/HRM challenges of this course, will motivate graduates to seek out further opportunities to apply and develop their skills.	Low
Critical, creative and enquiring learners	Contemporary management/HRM theory will contribute to the rounding of the student's management education, providing them with the knowledge and confidence to make or contribute to independent, valid and reliable business decisions.	Low
Capable, flexible and work ready	Graduates of this course will feel empowered to engage in and contribute to constructive dialogue with managers and other primary decision-makers in their workplace or community.	High
Responsible, ethical and engaged citizens	This course will ensure that students make decisions that are equally informed by considerations of ethics and corporate social responsibility.	Medium

## Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Task	Assessment Type	Weighting
K1,K2 S1 A1	Evaluate current theory and issues in industrial relations practice.	In-class test	20-30%
K1,K2,K3,K4 S1,S2,S3,S4,S5 A1,A2	Research, critical analysis then synthesising information into group report that examines a student based industrial relations or negotiation project.	Group Project: Oral presentation and written report	30-40%

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Learning Outcomes Assessed	Assessment Task	Assessment Type	Weighting
K1,K2,K3,K4,K5 S1,S2 A1	Evaluate current theory and issues in industrial relations practice.	Exam	40-60%

## Adopted Reference Style:

APA