

**School / Faculty:** Federation Business School

**Course Title:** MANAGEMENT- EMPLOYEE RELATIONS

**Course ID:** BUHRM6933

**Credit Points:** 15.00

**Prerequisite(s):** (BN412 or BUHRM5912)

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

**Exclusion(s):** Nil

**ASCED Code:** 080303

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

**Skills:**

- S1.** Develop effective ER strategies based on justification and interpretation of ER theory
- S2.** Investigate and analyse critically the complex causes of conflict in an organisation
- S3.** Design, prepare and/or respond to a range of alternative workplace arrangements
- S4.** Prepare a report which communicates the results of an ER project

**Application of knowledge and skills:**

- A1.** Transfer and apply ER concepts in a variety of workplace contexts
- A2.** Use initiative and judgement in the application of ER and/or during negotiation practices
- A3.** Critically reflect on continual personal and professional development

# Course Outline (Higher Education)

BUHRM6933 MANAGEMENT- EMPLOYEE RELATIONS

## Course Content:

The area of employment relations is broad but is meant to generally cover how managers and subordinates interact and relate with each other to more effectively meet organisational goals. This course covers management-employee relations from an industrial relations perspective, and focusses on how to manage conflict and negotiation in the workplace effectively.

## 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.  | Medium |
| 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. | Medium |
| 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                      | Evaluate current theory and issues in employment relations practice | Test            | 10-20%    |

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| Learning Outcomes Assessed           | Assessment Task  | Assessment Type                                     | Weighting |
|--------------------------------------|--|---|-----------|
| K3 ,K4,K5<br>S1,S2,S3,S4<br>A1,A2,A3 | Research, critical analysis then synthesizing information into group presentation and report that examines a student-based employment relations or negotiation project | Group Project: Oral presentation and written report | 30-40%    |
| K1,K2,K3 A1                          | Evaluate current theory and issues in employment relations practice  | Exam  | 50-60%    |

## Adopted Reference Style:

APA