Department: Business Administration		Program: MBA	
Course Name	Employment Relations	Course Code	BUS 626
Pre-requisite	Not Applicable	Credit Hours	3

Brief Description

↘ This course explores the terrain of employee relations. It examines the nature of employee relations contexts within which organizations operate. The module also explores how to manage employment relations, and assesses whether management may actively deploy partnership approaches to secure collective employee voice without conflict.

Course Objectives

After completion of this course the student will be able to:
↘ Describe professional competence in the field of employee relations management.
↘ Define the relationship between management and employees collectively.
↘ Summarize the importance of the legal framework in managing employment relations.
↘ Define the importance of employee involvement in workplace decisions.
↘ Determine how pay and working time affect employment relations.
↘ Setup awareness of the effect of labor conflicts and how to avoid them.
↘ Arrange a full and effective role in this important corporate activity.

Course Learning Outcomes

↘ Distinguish between concepts, principles, and theories of employment relations
↘ Apply the concepts, principles, and theories in different business situations
↘ Demonstrate written communication skills
↘ Have oral communication skills
↘ Have skills of using computer applications in employment relations
↘ Have scientific research skills in the field of employment relations
↘ Have the skills of critical thinking and analysis in the fields of employment relations
↘ Have the skills in strategic thinking and finding solutions in employment relations
↘ Believe, and practice sustainability
↘ Have the skills of leadership, teamwork, and decision making in employment relations
↘ Have the ability to distinguish between ethical issues in employment relations
↘ Have the competence of social responsibility in the fields of employment relations
↘ Have the competence to deal with cultural diversity in employment relations

Course Topics

↘ Introduction
↘ The nature of employment relations
↘ Employment relations in the contemporary economy

- Social divisions and employment relations
- Managing employment relations
- Representation at work
- Pay determination and employment relations
- Working time and employment relations
- Labor conflicts and employment relations
- Resolving labor conflict

Text Book

- Williams, Steve. Introducing employment relations: a critical approach. Oxford Edition, 2014

Additional References

- Bingham, Cecilie. Employment Relations Fairness and Trust in the Workplace. SAGE Publications Ltd, 2016.

Online Resources

- Advisory, Conciliation and Arbitration Service research papers.

Course Outline

Week	Hours	Topics	Remarks
1	3	Introduction	
2	3	The nature of employment relations	
3	3	Employment relations in the contemporary economy	
4	3	Social divisions and employment relations	
5	3	Managing employment relations	
6	3	Representation at work	
7	3	Midterm Exam	
8	3	Pay determination and employment relations	
9	3	Working time and employment relations	
10	3	Labor conflicts and employment relations	
11	3	Labor conflicts and employment relations	
12	3	Resolving labor conflict	
13	3	Resolving labor conflict	
14	3	Presentation	
15	3	Presentation	

Measurement and Assessment Tools															
Assessment Tools	Grades	Week	Knowledge	Skills						Values					
			Identify and apply	Written	Oral	Information Technology	Research	Critical thinking	Strategic thinking	Sustainability	Leadership	Ethics	Corporate Social responsibility	Cultural diversity
Midterm Exam	20	9	X											
Case Study	10	12		X				X	X	X	X	X	X	X
Project	20	15		X		X	X	X	X	X	X	X	X	X
Presentation	10	15			X	X								
Final Exam	40	TBD	X											
Total	100													

Approved by Department Chair	Date of Approval

Additional Information: Updated every Semester by Course Instructor	
Course Instructor	
Department	
Phone No.	
Extension No	
Email	