



Diploma in Human Resources Management (630) – Labour Law

Prerequisites: Knowledge of business organisational terminology.	Corequisites: A pass or higher in Certificate in Business Studies or equivalence.
<p>Aim: Labour law can refer broadly to any dealings between management and workers about employment conditions. Most commonly, however, labour law refers to dealings between management and a workforce that is already unionised, or has the potential to become unionised. The aim of the course is to enable candidates to understand methods of collaboration between employees and employers to support and foster positive employment relations throughout the organization. Understanding labour law helps to create a climate which is conducive to economic growth, competitiveness and prosperity. Labour law was created to ensure peace and harmony in organisations by guaranteeing justice for all workers and stability in employment labour relations by providing orderly processes for protecting, implementing, and enforcing the respective rights and responsibilities of employees, employers and labour organizations in their relations with each other.</p>	
Required Materials: Recommended Learning Resources.	Supplementary Materials: Lecture notes and tutor extra reading recommendations.
Special Requirements: The course requires a combination of lectures, demonstrations and discussions.	
<p>Intended Learning Outcomes:</p> <p>1 Understand labour law</p> <p>2 Understand the changing contexts of labour laws in Great Britain</p> <p>3 Be able to focus on employers, managers and management styles</p> <p>4 Discuss trade unions and other collective associations of employees</p>	<p>Assessment Criteria:</p> <p>1.1 Define labour law. 1.2 Describe some of the inherent difficulties in conceptualising labour laws 1.3 Explore the legal conception, embracing the concept of a contract of employment 1.4 Explore the industrial relations perspective and human resource management (HRM) 1.5 Explore the social exchange perspective 1.6 Explain the psychological contract</p> <p>2.1 Explain the contextual factors that can influence the processes and outcomes of British labour laws. 2.2 Explain the external environmental contexts 2.3 Explain the organisational level factors 2.4 Analyse labour law processes and outcomes</p> <p>3.1 Define how the word management is used in HRM 3.2 Explore the role of management in the modern enterprise 3.3 Explore the management role in labour laws 3.4 Consider ways in which management is able to fulfil its labour laws role 3.5 Consider management styles of behaviour in unionised and non-union firms</p> <p>4.1 Define trade unions. Explain their purpose and functions.</p>

		4.2	Examine trade union membership in Great Britain.
		4.3	Discuss the legal provisions for statutory trade union recognition.
		4.4	Discuss workplace trade unionism and how it differs from a national union structure.
		4.5	Review other types of collective employee associations and non-union mechanisms for worker representation.
5	Define the role of the state in labour law	5.1	Define the State.
		5.2	Explain the way in which the State intervene in labour laws
		5.3	Analyse the changing character of legal intervention in Great Britain
		5.4	Review how the law and the legal institutions operate in Britain.
		5.5	Analyse how the State intervention has put limits on the actions of managers, unions and employees.
		5.6	Explore the political and ideological perspectives of the government.
		5.7	Analyse how the law operates in practice, including the role of European legislation and the key British legal institutions.
6	Analyse the individual issues at the very heart of labour law discipline and grievance.	6.1	Explore the aims of discipline and grievance
		6.2	Consider legal implications of the discipline and grievance processes, or lack thereof
		6.3	Describe a scheme for the effective handling of the discipline and grievance processes
		6.4	Describe the effects of some of the factors that can influence the effectiveness of handling discipline and grievance.
		6.5	Explore how discipline and grievance are two separate procedures, that serve different purposes, have different criteria of justice and effectiveness.
		6.6	Be able to design procedures for handling disciplinary and grievance issues.
7	Understand dismissal and redundancy	7.1	Explore the several categories of dismissal.
		7.2	Define, distinguish and review the remedies that are available to an employee who believed that he or she has been dismissed for unfair reasons.
		7.3	Define redundancy.
		7.4	Discuss the legal perspective and the pros and cons of having formal policies and procedures for handling redundancy.
		7.5	Explore comprehensive procedures for the handling redundancy.
8	Understand the concepts of employee involvement and employee participation.	8.1	Present a framework to evaluate the extent of employee voice in practice.

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	8.2	Consider the main legal developments in the area of employee voice in particular EU influences
	8.3	Explain some of the outcomes and benefits arising from employee voice, together with a critique of the voice-performance link
	8.4	Analyse the distinction between voice in union and non-union organisations.
	8.5	Examine how legal, industrial relations and social exchange are related to the different perspectives on employee voice.
9	Understand collective bargaining and pay determination	
	9.1	Define collective bargaining and explain its main purposes and functions
	9.2	Explain objectives and outcomes for the parties to a collective bargaining relationship
	9.3	Be able to provide a framework to evaluate collective bargaining including bargaining level, unit, scope and form
	9.4	Analyse recent trends on the extent, coverage and variation in collective bargaining arrangements
	9.5	Consider the important matter of pay determination.
	9.6	Review the shift from collective to individual-type wage payment systems used by many organisations
	9.7	Evaluate the utility of some of incentive-based payment systems
	9.8	Consider the legal implications of collective bargaining
	9.9	Analyse the purpose of collective bargaining
	9.10	Analyse the important legal implications associated with collective agreements.
10	Discuss labour law negotiations	
	10.1	Define negotiation.
	10.2	Explain the internal dynamics of negotiation
	10.3	Analyse Walton and McKersie behaviour theory of labour negotiations
	10.4	Analyse the practical aspects of negotiations including some of the skills and stages of good practice.
11	Discuss conflict and protest in labour	
	11.1	Explore the general nature of conflict and protest in organisations
	11.2	Consider the different (organised and unorganised) forms that conflict and protest actions can take
	11.3	Consider the different utilities that these forms of conflict can have for the parties involved
	11.4	Conduct a historical analysis of strike action in Great Britain
	11.5	Examine the theoretical explanations of strike activity
	11.6	Consider the implications of industrial action and the law on conflict.

12	Discuss control in labour	12.1	Define the purposes of organisational control
		12.2	Explore alternative views on control in organisations
		12.3	Discuss the cybernetic model of control
		12.4	Explore traditional methods of behavioural control
		12.5	Identify recent developments in behavioural control.

Recommended Learning Resources: Labour Law

Text Books	<ul style="list-style-type: none"> • Labour Law by Simon Deakin and Gillian Morris. ISBN-10: 1841135607 • Labour Law: Text and Materials by Hugh Collins, K.D. Ewing and Aileen McColgan. ISBN-10: 1841133620 • Cases and Materials on Employment Law by Richard Painter and Ann Holmes. ISBN-10: 0199235856
Study Manuals 	BCE produced study packs
CD ROM 	Power-point slides
Software 	None

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