



The University of Southern Queensland

## Course specification

The current and official versions of the course specifications are available on the web at <http://www.usq.edu.au/coursespecification/current>.  
Please consult the web for updates that may occur during the year.

### Description: Global Issues in Employment Relations

Subject	Cat-nbr	Class	Term	Mode	Units	Campus
MGT	8031	90665	2, 2009	WEB	1.00	Toowoomba

<b>Academic group:</b>	FOBUS
<b>Academic org:</b>	FOB004
<b>Student contribution band:</b>	3A
<b>ASCED code:</b>	080309

### STAFFING

Examiner: Ben Swanepoel  
Moderator: Ronel Erwee

### OTHER REQUISITES

Students are required to have access to a personal computer, e-mail capabilities and Internet access to UConnect. Current details of computer requirements can be found at <http://www.usq.edu.au/ict/students/standards/default.htm>.

### SYNOPSIS

The relationship between employers (or managers) and employees throughout the world has faced enormous pressures arising from economic globalisation, increased domestic and international competition and other political and economic pressures to make workplaces more flexible, efficient and productive. 'Global Issues in Employment Relations' will assist students to understand the complexity of this relationship by focusing on several critical issues surrounding the management of the contemporary employment relationship. The course adopts a critical perspective on a range of issues arising from the relationship between managers and other employees. 'Global Issues in Employment Relations' introduces the management student to industrial relations theory and identifies the key frameworks which govern management perspectives on the employment relationship. The course considers from a critical perspective human resource management, collective bargaining, employee participation and trade unionism. Each of the topics in this course will be considered in its global context, and be of relevance for students in most countries.

### OBJECTIVES

The course objectives define the student learning outcomes for a course. On successful completion of this course, students should be able to:

1. demonstrate advanced theoretical and practical understanding of, and be able to apply analytical and critical thinking to, aspects pertaining to the changing nature and context of the employment relationship

2. demonstrate advanced theoretical and practical understanding of, and be able to apply analytical and critical thinking to, aspects pertaining to the roles that power, justice and culture play in the employment relationship
3. demonstrate advanced theoretical and practical understanding of, and be able to apply analytical and critical thinking to, aspects pertaining to the role that managers and managerial strategies, unions, employer associations, governments, collective bargaining, employee participation, grievance and discipline play in the employment relationship
4. demonstrate advanced theoretical and practical understanding of, and be able to apply analytical and critical thinking to, aspects pertaining to 'best practices' in relation to the management of employment termination, downsizing and redundancy
5. demonstrate advanced theoretical and practical understanding of, and be able to apply analytical and critical thinking to, aspects pertaining to employment relations in an international comparative context
6. evaluate and debate contemporary issues in employment relations.

## TOPICS

Description	Weighting (%)
1. What is the employment relationship?	8.30
2. The changing context and nature of the employment relationship	8.30
3. The role of power, justice and culture in the regulation of the employment relationship	8.30
4. Managerial approaches and the role of managers	8.30
5. Trade unions and employers' associations	8.30
6. Governments and employment relations	8.30
7. Collective bargaining	8.30
8. Employee participation	8.30
9. Grievance and discipline	8.30
10. Ending the employment relationship	8.30
11. Case study in global employment relations: the fast food industry	8.30
12. Comparative employment relations	8.70

## TEXT and MATERIALS required to be PURCHASED or ACCESSED

ALL textbooks and materials are available for purchase from USQ BOOKSHOP (unless otherwise stated). Orders may be placed via secure internet, free fax 1800642453, phone 07 46312742 (within Australia), or mail. Overseas students should fax +61 7 46311743, or phone +61 7 46312742. For costs, further details, and internet ordering, use the 'Textbook Search' facility at <http://bookshop.usq.edu.au> click 'Semester', then enter your 'Course Code' (no spaces).

Bamber, GJ, Lansbury, RD & Wailes, N (eds) 2004, *International and comparative employment relations*, 4th edn, Allen & Unwin, Crows Nest, New South Wales.

Lewis, P, Thornhill, A & Saunders, M 2003, *Employee relations: understanding the employment relationship*, Financial Times Prentice Hall, Harlow, UK.

Summers, J & Smith, B 2006, *Communication skills handbook: how to succeed in written and oral communication*, 2nd edn, John Wiley & Sons, Milton, Queensland.

## REFERENCE MATERIALS

Reference materials are materials that, if accessed by students, may improve their knowledge and understanding of the material in the course and enrich their learning experience.

Nil.

## STUDENT WORKLOAD REQUIREMENTS

ACTIVITY	HOURS
Assessments	35.00
Directed Study	75.00
Private Study	55.00

## ASSESSMENT DETAILS

Description	Marks out of	Wtg (%)	Due date	Objectives assessed	Graduate skill	Level assessed
ASSIGNMENT 1	100.00	15.00	10 Aug 2009	1		
ASSIGNMENT 2	100.00	85.00	12 Oct 2009	All		

## IMPORTANT ASSESSMENT INFORMATION

- Attendance requirements:**

There are no attendance requirements for this course. However, it is the students' responsibility to study all material provided to them or required to be accessed by them to maximise their chance of meeting the objectives of the course and to be informed of course-related activities and administration.
- Requirements for students to complete each assessment item satisfactorily:**

To satisfactorily complete an individual assessment item a student must achieve at least 50% of the marks. (Depending upon the requirements in Statement 4 below, students may not have to satisfactorily complete each assessment item to receive a passing grade in this course.)
- Penalties for late submission of required work:**

If students submit assignments after the due date without prior approval of the examiner, then a penalty of 5% of the total marks gained by the student for the assignment may apply for each working day late up to ten working days at which time a mark of zero may be recorded.
- Requirements for student to be awarded a passing grade in the course:**

To be assured of receiving a passing grade a student must achieve at least 50% of the total weighted marks available for the course.
- Method used to combine assessment results to attain final grade:**

The final grades for students will be assigned on the basis of the aggregate of the weighted marks obtained for each of the summative assessment items in the course.

- 6 Examination information:  
There is no examination in this course.
- 7 Examination period when Deferred/Supplementary examinations will be held:  
Not applicable.
- 8 University Regulations:  
Students should read USQ Regulations 5.1 Definitions, 5.6 Assessment, and 5.10 Student Academic Misconduct for further information and to avoid actions which might contravene university regulations. These regulations can be found at <http://www.usq.edu.au/corporateservices/calendar/part5.htm>. Students should also read the Faculty of Business Procedures which can be found at <http://www.usq.edu.au/business/aboutfob.htm>.

## **ASSESSMENT NOTES**

- 1 Assignments: (i) The due date for an assignment is the date by which a student must despatch the assignment to the USQ. The onus is on the student to provide proof of the despatch date, if requested by the examiner. (ii) Students must retain a copy of each assignment submitted for assessment. This must be produced within 24 hours if required by the examiner. (iii) In accordance with university policy, the examiner may grant an extension of the due date of an assignment in extenuating circumstances. (iv) The examiner will not accept submission of assignments by facsimile. (vii) In the event that a due date for an assignment falls on a local public holiday in their area, such as a show holiday, the due date for the assignment will be the next day. Students are to note on the assignment cover the date of the public holiday for the examiner's convenience.
- 2 Referencing in assignments: Harvard (AGPS) is the referencing system required in this course. Students should use Harvard (AGPS) style in their assignments to format details of the information sources they have cited in their work. The Harvard (AGPS) style to be used is defined by the USQ Library's referencing guide at <http://www.usq.edu.au/library/help/referencing/default.htm>.
- 3 Course weightings: Course weightings of topics should not be interpreted as applying to the number of marks allocated to questions.

## **OTHER REQUIREMENTS**

- 1 Computer, e-mail and Internet access: Students are required to have access to a personal computer, e-mail capabilities and Internet access to UConnect. Current details of computer requirements can be found at <http://www.usq.edu.au/ict/students/standards/default.htm>.
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