The University of Southern Queensland

Course Specification

Description: Employment Relations

<table>
<thead>
<tr>
<th>Subject</th>
<th>Cat-Nbr</th>
<th>Class</th>
<th>Term</th>
<th>Mode</th>
<th>Units</th>
<th>Campus</th>
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<tr>
<td>MGT</td>
<td>2006</td>
<td>24210</td>
<td>2, 2003</td>
<td>ONC</td>
<td>1.00</td>
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Academic Group: FOBUS
Academic Org: FOB003
HECS Band: 2
ASCED Code: 080309

STAFFING
Examiner: Simon Fry
Moderator: Ben Swanepoel

SYNOPSIS
Employment relations is concerned with the government-regulated interaction between employers, employees, unions and employee associations in pursuit of their respective objectives. This course is structured to enable students to study either employment relations in Australia or employment relations in a comparative, international context. The course is comprised of three Parts. All students study Part A, which sets out common foundations in employment relations. Students must then choose to study either Part B Australian Employment Relations or Part C Comparative Employment Relations. Part B provides students with an understanding of the parties, processes, rules and institutions of the Australian employment relations system. Part C examines employment relations in industrialised market economies (including Germany and the United States) and Asian countries (including Japan and Malaysia). Assessment is structured to enable students from both Australia and overseas to investigate and learn about their own employment relations system.

OBJECTIVES
To provide the student with the means of

- identifying and applying industrial relations theories and concepts;
- identifying the various players and institutions in industrial relations;
- recognising industrial relations processes and understanding the Australian system in the context of the debate for reform of industrial relations in Australia; and
- gaining an understanding of industrial relations in the Asian region, with particular reference to Malaysia and Japan.
**TOPICS**

<table>
<thead>
<tr>
<th>Description</th>
<th>Weighting (%)</th>
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<tr>
<td>1. PART A - THEORETICAL FOUNDATIONS (Part A is compulsory for all students)</td>
<td>50.00</td>
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<tr>
<td>Each module is worth 10%</td>
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1.1. Module 1: Perspectives on industrial relations

1.2. Module 2: Industrial relations and human resources management

1.3. Module 3: Changing economies and labour markets

1.4. Module 4: Industrial relations and economic performance

1.5. Module 5: Conflict and co-operation
2. PART B - AUSTRALIAN INDUSTRIAL RELATIONS or PART C - COMPARATIVE AND ASIAN INDUSTRIAL RELATIONS (Students must choose either Part B or Part C) - Each module is worth 10%

2.1. Part B Module 6: Unions in Australia

2.2. Part B Module 7: Employer associations in Australia

2.3. Part B Module 8: The state and industrial relations in Australia

2.4. Part B Module 9: Employment law in Australia

2.5. Part B Module 10: Industrial relations processes in Australia

2.6. Part C Module 11: Comparative industrial relations in industrialised market economies

2.7. Part C Module 12: Industrial relations in the United States and Germany

2.8. Part C Module 13: Industrial relations in the Asian region

2.9. Part C Module 14: Malaysian industrial relations

2.10. Part C Module 15: Japanese industrial relations

TEXT and MATERIALS required to be PURCHASED or ACCESSED:

Books can be ordered by fax or telephone. For costs and further details use the 'Book Search' facility at http://bookshop.usq.edu.au by entering the author or title of the text.

MGT2006 study package available from the USQ Bookshop.

(for students choosing Part B - Australian Industrial Relations)

(for students choosing Part C - Comparative and Asian Industrial Relations)

(compulsory for all students)
STUDENT WORKLOAD REQUIREMENTS

<table>
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<tr>
<th>ACTIVITY</th>
<th>HOURS</th>
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<tbody>
<tr>
<td>Assessment</td>
<td>35</td>
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<tr>
<td>Directed Study</td>
<td>75</td>
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<td>Private Study</td>
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ASSESSMENT DETAILS

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<tr>
<th>Description</th>
<th>Marks Out of</th>
<th>Wtg(%)</th>
<th>Required</th>
<th>Due Date</th>
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<tr>
<td>ASSIGNMENT</td>
<td>100.00</td>
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<td>17 Oct 2003</td>
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<tr>
<td>3 HOUR EXAMINATION</td>
<td>100.00</td>
<td>50.00</td>
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IMPORTANT ASSESSMENT INFORMATION

1. Attendance requirements:
   It is the students' responsibility to attend and participate appropriately in all activities (such as lectures, tutorials, laboratories and practical work) scheduled for them, and 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. If you are an International student in Australia it is a requirement of your student visa that you attend all classes at your campus.

2. Requirements for students to complete each assessment item satisfactorily:
   To complete the assignment satisfactorily, students must obtain at least 50% of the marks available for the assignment. To complete the examination satisfactorily, students must obtain at least 50% of the marks available for the examination.

3. Penalties for late submission of required work:
   If students submit assignments after the due date without prior approval then a penalty of 20% of the total marks gained by the student for the assignment will apply for each working day late.

4. Requirements for student to be awarded a passing grade in the course:
   To be assured of receiving a passing grade a student must attempt all of the summative assessment items, achieve at least 50% in the assignment, achieve at least 50% in the examination, and at least 50% of the available weighted marks for the summative assessment items.

5. Method used to combine assessment results to attain final grade:
   The final grades for students will be assigned on the basis of the weighted aggregate of the marks obtained for each of the summative assessment items in the course.

6. Examination information:
This is a restricted examination. Candidates are allowed access to specific materials during the examination. The only materials that candidates may use in the restricted examination for this course are: (i) writing and drawing instruments; (ii) an unmarked paper-based translation dictionary.

7 Examination period when Deferred/Supplementary examinations will be held:
Any Deferred or Supplementary examinations for this course will be held during the next examination period.

8 University Regulations:
Students should read USQ Regulations 5.1 Definitions, 5.6 Assessment, and 5.10 Academic Misconduct for further information and to avoid actions which might contravene University Regulations. These regulations can be found at the URL: http://www.usq.edu.au/SECARIAT/calendar/Part5/ or in the printed version of the current USQ Handbook. Students should also read The Guide to Policies and Procedures of the Faculty which can be found at the URL: http://www.usq.edu.au/handbook/2003/title663.html or in the printed version of the current USQ Handbook.

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 item submitted for assessment. This must be produced within 24 hours if required by the Examiner. (iii) The Examiner may grant an extension of the due date of an assignment in extenuating circumstances. Students may apply for an extension before the due date or include an application with the submitted assignment after the due date. Such applications should be in writing and include supporting documentary evidence. The authority for granting extensions rests with the relevant Examiner. (iv) The Examiner will normally only accept assessments that have been written, typed or printed on paper-based media. (v) The Examiner will not accept submission of assignments by facsimile. (vi) 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 Course Weightings: Course weightings of topics should not be interpreted as applying to the number of marks allocated to questions testing those topics in an examination paper. The examination may test material already tested in assignments.

3 Referencing in Assignments: Unless otherwise directed by the Examiner, all written and oral assignments submitted by students must conform to the guidelines laid out in the 'Communication skills handbook: How to succeed in written and oral communication'. Any work not prepared in accordance with these guidelines may be subject to penalty or requirement for resubmission.

4 Deferred Work: Students who, for medical, family/personal, or employment-related reasons, are unable to complete an assignment or to sit for an examination at the scheduled time may apply to defer an assessment in a course. Such a request must be accompanied by appropriate supporting documentation. One of the following
temporary grades may be awarded: IDS (Incomplete - Deferred Examination); IDM (Incomplete Deferred Make-up); IDB (Incomplete - Both Deferred Examination and Deferred Make-up).