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>34188</td>
<td>2, 2004</td>
<td>EXT</td>
<td>1.00</td>
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Academic group: FOBUS
Academic org: FOB003
Student contribution band: 2
ASCED code: 080309

STAFFING

Examiner: Simon Fry
Moderator: Ben Swanepoel

SYNOPSIS

It is essential that human resource managers and other managers have an understanding of the employment relations framework within which they operate. Profound changes are occurring in labour markets and economies throughout the world. The role of the state in regulating employment relations is shifting dramatically. All organisations are bound by industrial relations and employment law. Most large organisations in Australia and most industrialised countries remain unionised. The study of employment relations enables students to understand the implications of these issues for the management of people at work. Employment relations is concerned with the government-regulated interaction between employers, employees, unions and employee associations in pursuit of their respective objectives. Issues covered in the course include collective bargaining, the causes of industrial conflict, the transformation of industrial relations within a global context and the relationship between industrial relations and national and organizational economic performance. This course is structured to meet the diverse needs of both Australian and overseas students. It ensures that Australian students gain a sound understanding of the parties, processes and institutions of the Australian employment relations system. At the same time, it considers employment relations in a comparative, international context with modules on employment relations in industrialised market economies (including the US and Germany); several Asian countries (including Japan) and the third world. Assessment is structured to enable students from both Australia and overseas to investigate and learn about their own employment relations system.

OBJECTIVES

On completion of this course students will be able to:
1. appreciate the relevance of employment relations for the management of the contemporary workplace;
2. demonstrate an understanding of the economic and political forces that influence the practice of employment relations including the effects of globalisation, labour market changes and multinational organisations in reshaping contemporary employment relations;
3. identify and apply employment relations theories and concepts and evaluate key debates in the employment relations literature;
4. demonstrate a solid understanding of the parties, processes and contemporary issues associated with the employment relations system of Australia; and
5. gain an understanding of employment relations in a comparative context amongst industrialised market economies, and/or the Asian region, and/or developing countries.

**TOPICS**

<table>
<thead>
<tr>
<th>Description</th>
<th>Weighting (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Introduction to employment relations (Case study: employment relations in the global fast-food business)</td>
<td>8.30</td>
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<tr>
<td>2. Perspectives on employment relations</td>
<td>8.30</td>
</tr>
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<td>3. Employment relations and human resource management</td>
<td>8.30</td>
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<tr>
<td>4. Changing economies and labour markets</td>
<td>8.30</td>
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<tr>
<td>5. Industrial relations and economic performance</td>
<td>8.30</td>
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<tr>
<td>6. Conflict and co-operation</td>
<td>8.30</td>
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<tr>
<td>7. Industrial democracy and employee participation</td>
<td>8.30</td>
</tr>
<tr>
<td>8. Employment relations in Australia</td>
<td>8.30</td>
</tr>
<tr>
<td>9. Comparative employment relations in industrialised market economies (with particular reference to United States and Germany)</td>
<td>8.30</td>
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<tr>
<td>10. Employment relations in the Asian region (with particular reference to Korea and Japan)</td>
<td>8.30</td>
</tr>
<tr>
<td>11. Employment relations in developing countries</td>
<td>8.30</td>
</tr>
<tr>
<td>12. The transformation of industrial relations</td>
<td>8.70</td>
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</table>

**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).


(revised and updated edition)

**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.

**STUDENT WORKLOAD REQUIREMENTS:**

<table>
<thead>
<tr>
<th>ACTIVITY</th>
<th>HOURS</th>
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<tbody>
<tr>
<td>Assessment</td>
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<tr>
<td>Directed Study</td>
<td>75.00</td>
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<td>Private Study</td>
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**ASSESSMENT DETAILS**

<table>
<thead>
<tr>
<th>Description</th>
<th>Marks out of</th>
<th>Wtg(%)</th>
<th>Due date</th>
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<tbody>
<tr>
<td>ASSIGNMENT</td>
<td>100.00</td>
<td>50.00</td>
<td>22 Oct 2004</td>
</tr>
<tr>
<td>3 HOUR EXAMINATION</td>
<td>100.00</td>
<td>50.00</td>
<td>END S2 (see note 1)</td>
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</table>

**NOTES:**
1. The examination is scheduled to be held in the end-of-semester examination period. Students will be advised of the official examination date after the timetable has been finalised.

**IMPORTANT ASSESSMENT INFORMATION**

1. Attendance requirements:
   If you are an international student in Australia you are advised to attend all classes at your campus. Failure to attend may infringe the conditions of your student visa. For all other students, 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.

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/corporateservices/calendar/part5.htm. Students should also
read the Faculty of Business Guide to Policies and Procedures of the Faculty which
can be found at the URL http://www.usq.edu.au/handbook/current/buspolproc.html.

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 five
days 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 through the DEC before the due date or by including 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) Students who do not have regular access to postal services or who are otherwise disadvantaged by these regulations may be given special consideration. They should contact the Examiner to negotiate such special arrangements. (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 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).