Description: Global Issues in 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>
</tr>
</thead>
<tbody>
<tr>
<td>MGT</td>
<td>8031</td>
<td>45154</td>
<td>2, 2005</td>
<td>EXT</td>
<td>1.00</td>
<td>Toowoomba</td>
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Academic group: FOBUS
Academic org: FOB003
Student contribution band: 2
ASCED code: 080309

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 of the 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, collectivism and individualism of the employment relationship, 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
On completion of this course students will be able to:

1. demonstrate an understanding of the changing nature and context of the employment relationship;
2. demonstrate an understanding of the roles that power, justice and culture play in the employment relationship;
3. demonstrate an understanding of the role that managers and managerial strategies, unions, employer associations, governments, collective bargaining, employee participation, grievance and discipline play in regulating the employment relationship;
4. demonstrate an understanding of best practice and relevant employment law in relation to the management of employment termination, downsizing and redundancy; and
5. demonstrate an understanding of employment relations in a comparative context amongst the industrialised market economies.
### TOPICS

<table>
<thead>
<tr>
<th>Description</th>
<th>Weighting (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. What is the employment relationship?</td>
<td>8.33</td>
</tr>
<tr>
<td>2. The changing context and nature of the employment relationship.</td>
<td>8.33</td>
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<tr>
<td>3. The role of power, justice and culture in the regulation of the employment relationship.</td>
<td>8.33</td>
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<td>4. Managerial approaches and the role of managers.</td>
<td>8.33</td>
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<tr>
<td>5. Trade unions and employers’ associations.</td>
<td>8.33</td>
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<td>6. Governments and employment relations.</td>
<td>8.33</td>
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<tr>
<td>7. Collective bargaining.</td>
<td>8.33</td>
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<td>8. Employee participation.</td>
<td>8.33</td>
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<tr>
<td>9. Grievance and discipline.</td>
<td>8.34</td>
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<tr>
<td>10. Ending the employment relationship.</td>
<td>8.34</td>
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<tr>
<td>11. Case study in global employment relations: the fast food industry.</td>
<td>8.34</td>
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<tr>
<td>12. Comparative employment relations.</td>
<td>8.34</td>
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</tbody>
</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 & 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>
</tr>
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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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<tr>
<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>
</tr>
</thead>
<tbody>
<tr>
<td>ASSIGNMENT</td>
<td>100.00</td>
<td>50.00</td>
<td>21 Oct 2005</td>
</tr>
<tr>
<td>3 HOUR EXAMINATION</td>
<td>100.00</td>
<td>50.00</td>
<td>END S2</td>
</tr>
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</table>

IMPORTANT ASSESSMENT INFORMATION

1 Attendance requirements:
   If you are an international student in Australia, you are advised to attend all classes at your campus. 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 40% 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 available 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 submit all of the summative assessment items, achieve at least 40% in the assignment, 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

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) If requested, students will be required
   to provide a copy of an assignment submitted for assessment purposes. This should be
   despatched to the USQ within 24 hours of receipt of a request being made. (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.

OTHER REQUIREMENTS

1 Learning Resources: Prescribed text and materials (see above); prescribed reference
   materials (see above); printed Introductory Book, Study Book/s, and Book/s of Selected
   Readings; and course Website accessible via USQConnect.