



**Level 5 Diploma in Human Resources Management (630)**  
**135 Credits**






<b>Unit:</b> Labour Law	<b>Guided Learning Hours:</b> 240
<b>Exam Paper No.:</b> 4	<b>Number of Credits:</b> 24
<b>Prerequisites:</b> Knowledge of business organisational terminology.	<b>Corequisites:</b> A pass or higher in Certificate in Business Studies or equivalence.
<p><b>Aim:</b> 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 unit is to enable learners to understand methods of collaboration between employees and employers to support and foster positive employment relations throughout the organisation. 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 organisations in their relations with each other.</p>	
<b>Required Materials:</b> Recommended Learning Resources.	<b>Supplementary Materials:</b> Lecture notes and tutor extra reading recommendations.
<b>Special Requirements:</b> The unit requires a combination of lectures, demonstrations and discussions.	
<p><b>Intended Learning Outcomes:</b></p> <p>1 Labour law; the industrial relations perspective and human resource management (HRM); including the contextual factors that can influence the processes and outcomes of British labour laws.</p> <p>2 Focus on employers, managers and management styles and considering management styles of behaviour in unionised and non-union firms</p>	<p><b>Assessment Criteria:</b></p> <p>1.1 Define labour law.</p> <p>1.2 Describe some of the inherent difficulties in conceptualising labour laws</p> <p>1.3 Explain the legal conception, embracing the concept of a contract of employment</p> <p>1.4 Explain the social exchange perspective</p> <p>1.5 Explain the psychological contract</p> <p>1.6 Describe the changing contexts of labour laws in Great Britain</p> <p>1.7 Explain the external environmental contexts</p> <p>1.8 Explain the organisational level factors</p> <p>1.9 Analyse labour law processes and outcomes</p> <p>2.1 Define how the word management is used in HRM</p> <p>2.2 Explain the role of management in the modern enterprise</p> <p>2.3 Explain the management role in labour laws</p> <p>2.4 Evaluate, examine and consider ways in which management is able to fulfil its labour laws role</p> <p>2.5 Explain trade unions, other collective associations of employees, workplace trade unionism and how it differs from a national union structure</p> <p>2.6 Define trade unions. Explain their purpose and functions.</p> <p>2.7 Examine trade union membership in Great Britain.</p> <p>2.8 Describe the legal provisions for statutory trade union recognition.</p>

<p>3 The role of the government in labour law and on the on-going employment law review to improve the labour market.</p>	<p>2.9 Analyse and review other types of collective employee associations and non-union mechanisms for worker representation.</p> <p>3.1 Describe state responsibilities in regard to Labour Law.</p> <p>3.2 Explain the way in which the State intervene in labour laws</p> <p>3.3 Analyse the changing character of legal intervention in Great Britain</p> <p>3.4 Examine and review how the law and the legal institutions operate in Britain.</p> <p>3.5 Analyse how the State intervention has put limits on the actions of managers, unions and employees.</p> <p>3.6 Explain the political and ideological perspectives of the government.</p> <p>3.7 Analyse how the law operates in practice, including the role of European legislation and the key British legal institutions</p>
<p>4 The individual issues at the very heart of labour law discipline rules that establish the standard of conduct required and grievances.</p>	<p>4.1 Explain the aims of discipline and grievance</p> <p>4.2 Outline and consider legal implications of the discipline and grievance processes, or lack thereof</p> <p>4.3 Describe a scheme for the effective handling of the discipline and grievance processes</p> <p>4.4 Describe the effects of some of the factors that can influence the effectiveness of handling discipline and grievance.</p> <p>4.5 Demonstrate how to design procedures for handling disciplinary and grievance issues.</p> <p>4.6 Explain how discipline and grievance are two separate procedures, that serve different purposes, have different criteria of justice and effectiveness.</p>
<p>5 Dismissal and redundancy; unfair dismissal and redundancy; outline of the law covering unfair dismissal and redundancy.</p>	<p>5.1 Explain the several categories of dismissal.</p> <p>5.2 Define, distinguish and review the remedies that are available to an employee who believed that he or she has been dismissed for unfair reasons.</p> <p>5.3 Define redundancy.</p> <p>5.4 Explain comprehensive procedures for the handling redundancy.</p> <p>5.5 Analyse the legal perspective and the pros and cons of having formal policies and procedures for handling redundancy.</p>
<p>6 The outcomes and benefits arising from employee voice, together with a critique of the voice-performance link.</p>	<p>6.1 Outline and present a framework to evaluate the extent of employee voice in practice.</p> <p>6.2 Examine and consider the main legal</p>

<p>7 Collective bargaining and pay determination and framework to evaluate collective bargaining including bargaining level, unit, scope and form.</p>	<p>developments in the area of employee voice in particular EU influences</p> <p>6.3 Analyse the distinction between voice in union and non-union organisations.</p> <p>6.4 Examine how legal, industrial relations and social exchange are related to the different perspectives on employee voice.</p> <p>6.5 Explain the concepts of employee involvement and employee participation</p> <p>7.1 Define collective bargaining and explain its main purposes and functions</p> <p>7.2 Explain objectives and outcomes for the parties to a collective bargaining relationship</p> <p>7.3 Analyse recent trends on the extent, coverage and variation in collective bargaining arrangements</p> <p>7.4 Identify and consider the important matter of pay determination.</p> <p>7.5 Evaluate and review the shift from collective to individual-type wage payment systems used by many organisations</p> <p>7.6 Evaluate the utility of some of incentive-based payment systems</p> <p>7.7 Analyse and consider the legal implications of collective bargaining</p> <p>7.8 Analyse the purpose of collective bargaining</p> <p>7.9 Analyse the important legal implications associated with collective agreements.</p>
<p>8 The practical aspects of negotiations; effective negotiations and the behavioural aspects in negotiations including some of the skills and stages of good practice.</p>	<p>8.1 Define negotiation and discuss labour law negotiations</p> <p>8.2 Explain the internal dynamics of negotiation</p> <p>8.3 Analyse Walton and McKersie behaviour theory of labour negotiations</p> <p>8.3 Analyse the general nature of conflict and protest in organisations</p> <p>8.4 Examine and consider the different utilities that these forms of conflict can have for the parties involved</p> <p>8.5 Demonstrate conducting a historical analysis of strike action in Great Britain</p> <p>8.6 Examine the theoretical explanations of strike activity</p> <p>8.7 Analyse and consider the implications of industrial action and the law on conflict.</p>
<p>9 Causes of labour turnover, remedial measures that should be taken to control the labour turnover.</p>	<p>9.1 Define the purposes of organisational control</p> <p>9.2 Explain alternative views on control in organisations</p> <p>9.3 Describe the cybernetic model of control</p> <p>9.4 Explain traditional methods of behavioural control</p> <p>9.5 Identify recent developments in</p>

	9.6 behavioural control. Explain how turnover can have a negative impact on business
<b>Methods of Evaluation:</b> A 2½-hour written examination paper with five essay questions, each carrying 20 marks. Candidates are required to answer all questions. Candidates also undertake project/coursework in Labour Law with a weighting of 100%.	

**Recommended Learning Resources: Labour Law**

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

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