



University of Nicosia, Cyprus

Course Code HRM-315	Course Title Management/Employee Relations	Credits (ECTS) 6
Department Management and MIS	Semester Fall, Spring	Prerequisites Junior
Type of Course Required	Field Management	Language of Instruction English
Level of Course 1 st Cycle	Year of Study 3/4	Lecturer
Mode of Delivery Face-to-face	Work Placement N/A	Co-requisites N/A
Recommended Optional Programme Components: N/A		

Objectives of the Course:

The main objectives of the course are to facilitate:

- collection and analysis of data for the purpose of resolving issues directly related to employee relations;
- development of intrapersonal and interpersonal skills;
- confidence when interacting with others in a number of organizational settings;
- communication, both orally and in writing;
- problem – solving;
- effective use resources in order to ‘learn how to learn.’

Learning Outcomes:

After completion of the course students should be able to:

1. **explain** the concept of employee relations and its significance for organizational effectiveness;
2. **describe** the development of industrial relations and the significance of the various stakeholders;
3. **articulate** how employment law and organizational policies affect workplace relations;
4. **evaluate** the impact of the external environment on employee relations;
5. **develop** strategies for employee involvement and communications;
6. **develop** strategies for employee participation in management decisions;
7. **describe** why organizations should provide counseling and support mechanisms for employees;
8. **develop** strategies for effective collective bargaining.

Course Content:

- Employment Relations.
- Industrial Relations.
- How employment laws and organizational policies affect labor-management relations.
- International employee relations.
- Employee involvement and communications.
- Employee participation in management decisions.
- Employee counseling, support and welfare.
- Public and private sectors comparison.

Industrial democracy and the role of Unions. Collective bargaining Fraud.

Learning and Teaching Methods:

Lectures, Case Studies Analysis and Discussion, Academic/Industry Journals Paper Discussions, In-Class Exercises, and Presentations.

Assessment Methods:

Class activities, Role-Play, Homework, Project, Mid-Term, and Final Exam.

Required Textbook/Reading:

Authors	Title	Publisher	Year	ISBN
Rose, E.	Employment Relations	McGraw-Hill	2007	0273682598

Recommended Textbooks/Reading:

Authors	Title	Publisher	Year	ISBN
Rollinson, D. and Dundon, T.	Understanding Employment Relations,	McGraw-Hill	2007	0077114868