



UNIVERSITY OF NICOSIA ΠΑΝΕΠΙΣΤΗΜΙΟ ΛΕΥΚΩΣΙΑΣ

University of Nicosia, Cyprus

Course Code MBA-747	Course Title Employee Relations	ECTS Credits 7.5
Department School of Business	Semester Fall, Spring, Summer	Prerequisites MBA-609
Type of Course Elective	Field Human Resources	Language of Instruction English
Level of Course 2 nd Cycle	Year of Study 2 nd	Lecturer(s) Dr Panayiotis Constanti
Mode of Delivery face-to-face	Work Placement N/A	Co-requisites None

Objectives of the Course:

The main objectives of the course are to:

- Provide an in-depth examination of human resource management in the context of union-management relations.
- Emphasize how and why unions form, the legal context, and changing competitive environment for labour management relations.
- Cover the dynamics of the collective bargaining process including the determinants of bargaining power, preparation of labour contract demands, the examination of union-management relations, and negotiation tactics.

Learning Outcomes:

After completion of the course students should be able to:

1. **Critically analyze and explain** the process of collective bargaining and use a variety of conflict resolution techniques for ending deadlocks during negotiations
2. **Explain** how changes in competitive environment have created the need for changes in the traditional union-management relationship
3. **Determine** the reasons for unionization and the likely impacts in the workplace
4. **Critically analyze and explain** the psychological contract within the context of employee relations
5. **Investigate and analyze** the trends and future developments of employee/employer relations and relationships.

Course Content:

1. **Why people join unions:** an investigation of the motivation behind the our reasons for joining unions/employee associations
2. **Collective bargaining:** the process of collective bargaining and the rationale for having a collective agreement
3. **Conflict resolution:** the effective resolution and avoidance of conflict
4. **Globalization and unionism:** how globalization has impacted employee organizing
5. **The psychological contract:** what it is; how it developed and where it is headed.

Learning Activities and Teaching Methods:

Instructor presentations; video clips; case studies and discussions

Assessment Methods:

Test; exam; assignment.

Required Textbooks/Reading:

Authors	Title	Publisher	Year	ISBN
Daniels, K.	Employee Relations in an Organizational Context.	CIPD	2006	1843981386

Recommended Textbooks/Reading:

Authors	Title	Publisher	Year	ISBN
Rose, E.	Employment Relations	Prentice Hall	2006	0273682598