



Course Syllabus

Course Code MBAN-747	Course Title Employee Relations	ECTS Credits 7.5
Prerequisites MBAN-609	Department School of Business	Semester Fall, Spring, Summer
Type of Course Elective	Field Human Resources	Language of Instruction English
Level of Course 2 nd Cycle	Lecturer(s) Dr. Nicos Kartakoullis	Year of Study 1 st or 2 nd
Mode of Delivery Face to Face	Work Placement N/A	Corequisites None

Course Objectives:

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 trade unions are established, their legal context, and the changing competitive environment in labour management relations.
- Cover the dynamics of the collective negotiating process including the determinants of negotiating power, preparation of labour contract demands, the examination of trade union-management relations, and negotiation tactics.

Learning Outcomes:

After completion of the course students are expected to be able to:

1. **Critically analyze and explain** the process of collective negotiation and use a variety of conflict resolution techniques for ending deadlocks during negotiations
2. **Explain** how changes in a competitive environment have created the need for changes in the traditional trade union-management relations
3. **Determine** the reasons for unionization and the potential 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 ties.

Course Content:

1. **Why people join trade unions:** an investigation of the motivation behind the our reasons for joining unions/employee associations
2. **Collective negotiation:** the process of collective negotiation and the rationale of having a collective agreement
3. **Conflict resolution:** the effective resolution and avoidance of conflict
4. **Globalization and trade unionism:** how globalization has impacted the way employees are organised
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, short assignments and discussions

Assessment Methods:

Exam; assignment.

Required Textbooks / Readings:

Title	Author(s)	Publisher	Year	ISBN
Employee Relations in an Organizational Context.	Daniels, K.	CIPD	2006	1843981386

Recommended Textbooks / Readings:

Title	Author(s)	Publisher	Year	ISBN
Employment Relations	Rose, E.	Prentice Hall	2006	0273682598