



## Course Syllabus

<b>Course Code</b> MBAN-747DE	<b>Course Title</b> Employee Relations	<b>ECTS Credits</b> 7.5
<b>Prerequisites</b> MBAN-609DE	<b>Department</b> School of Business	<b>Semester</b> Fall, Spring, Summer
<b>Type of Course</b> Elective	<b>Field</b> Human Resources	<b>Language of Instruction</b> English
<b>Level of Course</b> 2 <sup>nd</sup> Cycle	<b>Lecturer(s)</b> Dr.Nicos Kartakoullis	<b>Year of Study</b> 1 <sup>st</sup> or 2 <sup>nd</sup>
<b>Mode of Delivery</b> Distance Learning	<b>Work Placement</b> N/A	<b>Corequisites</b> 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 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 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 influenced 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, 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