

## MGMT20009 Managing Employee Relations

<b>Credit Points:</b>	12.5
<b>Level:</b>	2 (Undergraduate)
<b>Dates &amp; Locations:</b>	2016, Parkville This subject commences in the following study period/s: Semester 2, Parkville - Taught on campus.
<b>Time Commitment:</b>	Contact Hours: 2 X 1-hour lectures and a 1-hour tutorial per week Total Time Commitment: 3 hours per week plus a minimum of 6 hours per week in self-directed study
<b>Prerequisites:</b>	Please refer to Recommended Background Knowledge.
<b>Corequisites:</b>	Please refer to Recommended Background Knowledge.
<b>Recommended Background Knowledge:</b>	Please note that this is a second-year level subject. Students must have completed at least 50 points of study at first-year level to take this subject.
<b>Non Allowed Subjects:</b>	
<b>Core Participation Requirements:</b>	<p>For the purposes of considering request for Reasonable Adjustments under the Disability Standards for Education (Cwth 2005), and Student Support and Engagement Policy, academic requirements for this subject are articulated in the Subject Overview, Learning Outcomes, Assessment and Generic Skills sections of this entry.</p> <p>It is University policy to take all reasonable steps to minimise the impact of disability upon academic study, and reasonable adjustments will be made to enhance a student's participation in the University's programs. Students who feel their disability may impact on meeting the requirements of this subject are encouraged to discuss this matter with a Faculty Student Adviser and Student Equity and Disability Support: <a href="http://services.unimelb.edu.au/disability">http://services.unimelb.edu.au/disability</a></p>
<b>Coordinator:</b>	Dr Andi Pekarek
<b>Contact:</b>	<a href="mailto:andreas.pekarek@unimelb.edu.au">andreas.pekarek@unimelb.edu.au</a> (mailto:andreas.pekarek@unimelb.edu.au)
<b>Subject Overview:</b>	Why regulate employment? Do unions have too much power? How should pay be set? How can disputes at work be resolved? Should employees share in decision-making with management? These questions are central to contemporary debates over the policies and practices governing the relationship between managers and workers. This subject introduces students to the institutions, actors, and processes which shape the terms and conditions of work. An overview of key theoretical ideas provides the basis for examining major issues, trends and controversies in the regulation and management of employee relations.
<b>Learning Outcomes:</b>	<p>On successful completion of this subject students should be able to:</p> <ul style="list-style-type: none"> <li># Identify and describe the key institutions, processes and actors in the regulation and management of work and employment.</li> <li># Critically evaluate competing views on the major issues influencing the regulation and management of employee relations.</li> <li># Apply subject content to devise strategies that address employee relations challenges faced by business and management.</li> </ul>
<b>Assessment:</b>	A 2-hour examination, examination period (50%) One individual assignment 1500 words, week 5 (20%) One group assignment 2000 words week 11 (20%) One group presentation 15 minutes, in allocated week between weeks 8 and 10 (10%)
<b>Prescribed Texts:</b>	You will be advised of prescribed texts by your lecturer.

<b>Breadth Options:</b>	<p>This subject potentially can be taken as a breadth subject component for the following courses:</p> <ul style="list-style-type: none"> <li># <b>Bachelor of Arts</b> (<a href="https://handbook.unimelb.edu.au/view/2016/B-ARTS">https://handbook.unimelb.edu.au/view/2016/B-ARTS</a>)</li> <li># <b>Bachelor of Biomedicine</b> (<a href="https://handbook.unimelb.edu.au/view/2016/B-BMED">https://handbook.unimelb.edu.au/view/2016/B-BMED</a>)</li> <li># <b>Bachelor of Environments</b> (<a href="https://handbook.unimelb.edu.au/view/2016/B-ENVS">https://handbook.unimelb.edu.au/view/2016/B-ENVS</a>)</li> <li># <b>Bachelor of Music</b> (<a href="https://handbook.unimelb.edu.au/view/2016/B-MUS">https://handbook.unimelb.edu.au/view/2016/B-MUS</a>)</li> <li># <b>Bachelor of Science</b> (<a href="https://handbook.unimelb.edu.au/view/2016/B-SCI">https://handbook.unimelb.edu.au/view/2016/B-SCI</a>)</li> <li># <b>Bachelor of Engineering</b> (<a href="https://handbook.unimelb.edu.au/view/2016/B-ENG">https://handbook.unimelb.edu.au/view/2016/B-ENG</a>)</li> </ul> <p>You should visit <a href="http://breadth.unimelb.edu.au/breadth/info/index.html">learn more about breadth subjects (http://breadth.unimelb.edu.au/breadth/info/index.html)</a> and read the breadth requirements for your degree, and should discuss your choice with your student adviser, before deciding on your subjects.</p>
<b>Fees Information:</b>	Subject EFTSL, Level, Discipline & Census Date, <a href="http://enrolment.unimelb.edu.au/fees">http://enrolment.unimelb.edu.au/fees</a>
<b>Generic Skills:</b>	<ul style="list-style-type: none"> <li># High level of development: critical thinking; problem solving; application of theory to practice; team work; collaborative learning; oral and written communication; analysis, interpretation, and synthesis of data and other information; receptiveness to alternative ideas.</li> <li># Moderate level of development: accessing data and other information from a range of sources; use of computer software.</li> </ul>