Employment relations

Learning outcomes: Understand the nature and context of employment relations. Know about employment relations legislation. Understands contemporary developments in employee involvement and participation Know about different forms of conflict behavior and dispute resolution. Assessment brief/activity you are required to provide written responses to each of the following six questions. Question 1Provide a brief analysis of the indeterminacy of employment relations and an assessment of the factors which impact on employment relations. In your analysis, briefly compare and contrast unitary and pluralist approaches. Question 2Briefly critique the key features of the contract of employment. Identify the main sources of UK and EU employment relations law and include a brief summary of some of the main developments in individual and employment law. Question 3Provide a brief summary on how you would advise on the purpose and scope of statutory trade union recognition. Question 4Clarify the key terms used in employee involvement and participation Explain the extent to which they can strengthen employee voice in a union and non-union context. Provide a brief assessment of the link between employee voice and organization performance. Question 5Briefly explain the differences between conflict and misbehavior at work and between official and unofficial industrial action. In your answer, give a brief review of some contemporary trends in the type of conflict and industrial sanctions. Question 6Explain what is required to advise, coach and guide line managers in the skills for handling grievance or disputes in the workplace. Distinguish between third-party conciliation, mediation and arbitration. Evidence to be produced/required Written answers to each of the six questions of approximately 3,900 words in total (divided appropriately across the questions).You should relate academic concepts, theories and professional practice to the way organizations operate, in a critical and informed way, and with reference to key texts, articles and other publications and by using organizational examples for illustration. All reference sources should be acknowledged correctly and a bibliography provided where appropriate (these should be excluded from the word count).