



MISSION: To develop a unique business school identity which is distinctive in the marketplace and provides a clear value proposition for students. This will be achieved by embedding the themes of entrepreneurship and innovation, digitalisation and data within our programs and embracing sustainability, work integrated learning and a commitment to social justice.

OVERVIEW

Course Description

Globalisation affects employment relations in most countries. This course is designed to: introduce key concepts in employment relations; explore national employment relations in a selection of nations; and locate those national systems in an international context. The national systems will be studied at both the 'macro' level (including labour legislation, employee and employer representation, and bargaining structures) and the 'micro' level (the enterprise/workplace). Selected source countries will vary from year to year, but will include a small number from the following list: USA, Australia, Japan, the Philippines, China, Thailand, South Africa, Germany, Norway, Saudi Arabia.

Sustainable Development Goals



Contact Hours

Online:

Online workshops and discussion forums as per course requirement for the full trimester.

Unit Weighting Workload

10 units

Students are required to spend on average 120-140 hours of effort (contact and non-contact) including assessments per 10 unit course.

Please refer to the course CANVAS site for details of teaching staff for ALL course offerings. The primary contact for courses is the Course Coordinator, whose details are listed on the course CANVAS site.

Student Consultation

A minimum of one (1) hour of consultation per week. Please see course CANVAS site for details of time and location.

Course Learning Outcomes

On successful completion of this course, students will be able to:

1. Define and critically evaluate various concepts, theories and frameworks of employment relations for their fundamental assumptions, intellectual rigour, and practical value
2. Recognise and compare employment relations laws and national institutional structures across a number of countries
3. Locate and assess these laws and institutions in their economic, political, cultural and historical context
4. Analyse the impact of national employment relations laws and institutions on managerial practices and employee representations at the enterprise/workplace level
5. Identify and define the role of key international agencies and institutions and their effects upon national employment relations systems, and
6. Apply theory and research to contemporary real-world problems.

COURSE OUTLINE

ASSESSMENTS

This course has 3 assessments. Each assessment is described in more detail in the sections below:

	Assessment Name	Due Date	Involvement	Weighting	Learning Outcomes
1	Brief Applied Commentaries	Sundays by 11:59 pm in the relevant Weeks (details to be announced on CANVAS)	Individual	30% (3 x 10% each)	1, 2, 3, 5
2	Problem-based Analytical Report 1	Sunday – Week 6 by 11:59 pm	Individual	30%	3, 4, 6
3	Problem-based Analytical Report 2	Sunday – Week 12 by 11:59 pm	Individual	40%	3, 4, 6

Please note: students are advised that ALL assessments must be submitted in English. Assessment items not submitted in English will receive a mark of zero.

Results of individual assessment items and final results, including those provided via the Learning Management System (LMS) are 'unofficial results' until they are confirmed as finalised by the School Assessment Body and the Head of School or delegate. Finalised results are released directly to students on the Fully Graded Date of the relevant Semester/Trimester.

Time referenced is time in Newcastle NSW

Late Submissions	The mark for an assessment item submitted after the designated time on the due date, without an approved extension of time, will be reduced by 10% of the possible maximum mark for that assessment item for each day or part day that the assessment item is late. Note: this applies equally to week and weekend days.
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Assessment 1 – Brief Applied Commentaries

Assessment Type	Written Assignment
Purpose	To reinforce readings and test understanding of concepts.
Description	A series of brief applied commentaries will test students' capacity to consolidate and apply specialised knowledge of employment relations. Students will work independently and use judgement to comment on major theoretical and practical considerations in ER.
Weighting	30% (3 commentaries, worth 10% each)
Length	Maximum 800 words for each commentary
Due Date	Details to be announced on course CANVAS site.
Submission Method	Online via Turnitin
Assessment Criteria	Each commentary will be awarded a mark out of 10 based on the following assessment criteria: <ul style="list-style-type: none"> – Answers the question/s – Uses information and evidence effectively, to support an argument – Reports information from required readings/other sources accurately – Acknowledges/addresses conflicting data/opposing views
Return Method	Online
Feedback Provided	Online – Marks via Grades, individual comments via Turnitin and general comments via the course CANVAS site.

Assessment 2 – Problem-based Analytical Report 1

Assessment Type	Case Study / Problem Based Learning (PBL)
Purpose	To reinforce students' understanding of the PBL learning method, find relevant theory/research and apply it to contemporary real-world problems.
Description	Students engage in critical thinking to analyse the issues in a case. They undertake research to gather relevant evidence, and use effective written communication skills to make and justify persuasive solutions to real-world problems.
Weighting	30%
Length	2000-word report (excluding references and appendices)
Due Date	Sunday – Week 6 by 11:59 pm
Submission Method	Online – via Turnitin
Assessment Criteria	The assessment criteria are as follows:

- Scoping of the issues (20% of the total mark)
- Substantive content (40% of the total mark)
- Response to the issues (40% of the total mark)

There are also additional essential requirements - more information on CANVAS site.
Online

Return Method**Feedback Provided**

Online – Marks via Grades, individual comments via Turnitin and general comments via the course CANVAS site.

Assessment 3 – Problem-based Analytical Report 2

Assessment Type

Case Study / Problem Based Learning (PBL)

Purpose

To reinforce the students' understanding of the PBL learning method, find relevant theory/research and apply it to contemporary real-world problems.

Description

Students engage in critical thinking to analyse the issues in a case. They undertake research to gather relevant evidence and use effective written communication skills to make and justify persuasive solutions to real-world problems.

Weighting

40%

Length

3000-word report (excluding references and appendices)

Due Date

Sunday – Week 12 by 11:59 pm

Submission Method

Online – via Turnitin

Assessment Criteria

The assessment criteria are as follows:

- Scoping of the issues (20% of the total mark)
- Substantive content (40% of the total mark)
- Response to the issues (40% of the total mark)

There are also additional essential requirements - more information on CANVAS site.

Return Method

Online

Feedback Provided

Online – Marks Grades, individual comments via Turnitin and general comments via the course CANVAS site.

SYLLABUS

Course Content
Topics in the course include but are not limited to the following:

1. Defining and studying employment relations (ER).
2. Critical topics in the study of employment relations.
3. Employment relations in selected countries, including the history and contemporary nature of labour laws, patterns of employee and employer representation, and bargaining structures at national level and their impact on employment relations at the enterprise level.
4. International agencies/institutions and their impacts on national employment relations systems.
5. The effects of globalisation on employment relations.

Course Materials**Required Text:**

Wright, Chris, F., et al, (2021) *International and Comparative Employment Relations: Global Crises and Institutional Responses* (7th ed.) Sage Publications.

ISBN: 9781526499653

Please go to 'Course Readings' on the course CANVAS site for access to other readings.

SCHEDULE

Week	Topic	Class Preparation	Workshop Activities
1	Course Introduction: What is Employment Relations?	Details available on the course CANVAS site.	Refer to 'Course Materials' on the course CANVAS site.
2	Studying Employment Relations		
3	Introduction to four topics: <ul style="list-style-type: none"> • Trade unions • Minimum wages • EEO • Temporary migrants 		
4	Australia: Overview		
5	Australia: Topics		
6	USA: Overview		Refer to 'Course Materials' on the course CANVAS site. Reminder! Assessment 2 due: Sunday – Week 6 by 11:59 pm
7	USA: Topics		Refer to 'Course Materials' on the course CANVAS site.
8	China: Overview		
9	China: Topics		
10	International agencies		
11	Globalisation and ER		
12	Course review		Refer to 'Course Materials' on the course CANVAS site. Reminder! Assessment 3 due: Sunday – Week 12 by 11:59 pm

If lecture/class is scheduled on a public holiday, a make-up lecture may be announced by the course coordinator on the course CANVAS site.

CONTACTS

School Office **Newcastle Business School – Callaghan, Newcastle City & Online**
 NU Space
 409 Hunter Street
 Newcastle
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ADDITIONAL INFORMATION

Grading Scheme

This course is graded as follows:

Range of Marks	Grade	Description
85-100	High Distinction (HD)	Outstanding standard indicating comprehensive knowledge and understanding of the relevant materials; demonstration of an outstanding level of academic achievement; mastery of skills*; and achievement of all assessment objectives.
75-84	Distinction (D)	Excellent standard indicating a very high level of knowledge and understanding of the relevant materials; demonstration of a very high level of academic ability; sound development of skills*; and achievement of all assessment objectives.
65-74	Credit (C)	Good standard indicating a high level of knowledge and understanding of the relevant materials; demonstration of a high level of academic achievement; reasonable development of skills*; and achievement of all learning outcomes.
50-64	Pass (P)	Satisfactory standard indicating an adequate knowledge and understanding of the relevant materials; demonstration of an adequate level of academic achievement; satisfactory development of skills*; and achievement of all learning outcomes.
0-49	Fail (FF)	Failure to satisfactorily achieve learning outcomes. If all compulsory course components are not completed the mark will be zero. A fail grade may also be awarded following disciplinary action.

*Skills are those identified for the purposes of assessment task(s).

Communication Methods

Communication methods used in this course include:

- CANVAS Course Site: Students will receive communications via the posting of content or announcements on the CANVAS course site.
- Email: Students will receive communications via their student email account.
- Face to Face: Communication will be provided via face to face meetings or supervision.

Course Evaluation

Each year feedback is sought from students and other stakeholders about the courses offered in the University for the purposes of identifying areas of excellence and potential improvement.

Oral Interviews (Vivas)

As part of the evaluation process of any assessment item in this course an oral examination (viva) may be conducted. The purpose of the oral examination is to verify the authorship of the material submitted in response to the assessment task. The oral examination will be conducted in accordance with the principles set out in the [Oral Examination \(viva\) Procedure](#). In cases where the oral examination reveals the assessment item may not be the student's own work the case will be dealt with under the [Student Conduct Rule](#).

Academic Misconduct

All students are required to meet the academic integrity standards of the University. These standards reinforce the importance of integrity and honesty in an academic environment. Academic Integrity policies apply to all students of the University in all modes of study and in all locations. For the Student Academic Integrity Policy, refer to <https://policies.newcastle.edu.au/document/view-current.php?id=35>.

**Adverse
Circumstances**

The University acknowledges the right of students to seek consideration for the impact of allowable adverse circumstances that may affect their performance in assessment item(s). Applications for special consideration due to adverse circumstances will be made using the online Adverse Circumstances system where:

1. the assessment item is a major assessment item; or
2. the assessment item is a minor assessment item and the Course Co-ordinator has specified in the Course Outline that students may apply the online Adverse Circumstances system;
3. you are requesting a change of placement; or
4. the course has a compulsory attendance requirement.

Before applying you must refer to the Adverse Circumstances Affecting Assessment Items Procedure available at:

<https://policies.newcastle.edu.au/document/view-current.php?id=236>

**Important Policy
Information**

The Help button in the Canvas Navigation menu contains helpful information for using the Learning Management System. Students should familiarise themselves with the policies and procedures at <https://www.newcastle.edu.au/current-students/no-room-for/policies-and-procedures> that support a safe and respectful environment at the University.

This course outline was approved by the Head of School. No alteration of this course outline is permitted without Head of School approval. If a change is approved, students will be notified and an amended course outline will be provided in the same manner as the original.

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