

## Unit HRM705: Employee Relations

Unit code: T/615/3309

RQF level: 7

### Aim

The aim of this unit is to introduce learners to the importance of good employee relations for business success and the impact of changes which have affected employment relationships. Competencies required by HRM professionals in designing, implementing and evaluating employment relations strategies, plans, policies, systems and procedures to mitigate organisational risk, support organisational performance and meet the organisation's business goals will be discussed. Also, to develop the ability to make remedies to current/ potential conflict situations in compliance to legal and ethical considerations.

### Learning Outcomes and Assessment Criteria

Learning Outcome	Assessment Criteria
To achieve this unit a learner must:	Assessment of these outcomes demonstrates the learner can:
1: Understand the context of employee relations against a changing background.	1.1: Explain the theoretical perspectives of employee relations
	1.2: Assess the impact of environmental factors on employee relations
	1.3: Explain the role of employment law.
2: Be able to analyse the impact of local, national and international contextual factors on the employment relationship	2.1: Explain the role of government in employee relations.
	2.2 Assess how changes in trade unionism have affected employee relations.
	2.3: Explain the role of management in employee relations within an organisation.
3: Understand the importance of employee relations on organisational performance.	3.1: Evaluate the integration of employment relations processes and their impact on organisational outcomes.
	3.2: Explain the concept of employee participation and involvement in decision making process.