

Understanding the Management of Employment Relations

Mark Sheet for Assessment 5KCER – I1K1005

Name:

Learning Outcomes

- 1 Understand theoretical approaches to employment relations
- 2 Understand the roles of key parties involved in employment relations
- 3 Understand different models of employee representation
- 4 Understand different forms of conflict behaviour and dispute resolution

Evidence to be produced/required

Written responses to each task equating to approximately 3000 words in total.

All reference sources should be acknowledged correctly and a bibliography provided where appropriate (these should be excluded from the word count).

Evidence to be produced	Assessment Criteria & additional notes	Pass/Refer	Feedback
1. Explain the concept of employment relations and what is meant by the term 'the indeterminate nature of employment relations'. Define and compare unitarist and pluralist approaches to employment relations.	1.1 Explain what is meant by the indeterminate nature of employment relations. 1.2 Compare unitarist and pluralist approaches to employment relations.		

2. Explain the roles and typical approaches taken by the key parties in employment relations: trade unions, management, government and its employment relations agencies (such as ACAS).	2.1 Explain the purpose and key developments of the trade union movement. 2.2 Compare different management approaches to employment relations. 2.3 Explain the role of UK and EU government, and the principle employment relations agencies of the state, in managing employment relations.		
3. Explain different models of employee representation, clarifying terms such as employee involvement; participation; partnership; information and consultation.	3.1 Explain the differences between employee involvement, participation, partnership, information and consultation.		
4. Explain different types of individual and collective conflict behaviour and some of the evolving approaches that can be used to manage these. Your response should include and distinguish between: • conflict and misbehaviour • official and unofficial industrial action • third party conciliation, mediation and arbitration	4.1 Distinguish between conflict and misbehaviour, and between official and unofficial industrial action. 4.2 Distinguish between third party conciliation, mediation and arbitration.		

Summary comments

Assessor Signature _____ Date: