

Module specification

When printed this becomes an uncontrolled document. Please access the **Module Directory** for the most up to date version by clicking on the following link: [Module directory](#)

Module Code	BUS6B2
Module Title	Managing People and Employment Rights
Level	6
Credit value	40
Faculty	Social and Life Sciences
HECoS Code	100078
Cost Code	GABP

Programmes in which module to be offered

Programme title	Is the module core or option for this programme
FdA/ BA(Hons) Applied Business with Management	Core

Pre-requisites

N/A

Breakdown of module hours

Learning and teaching hours	44 hrs
Placement tutor support	0 hrs
Supervised learning e.g. practical classes, workshops	0 hrs
Project supervision (level 6 projects and dissertation modules only)	0 hrs
Total active learning and teaching hours	44 hrs
Placement / work based learning	0 hrs
Guided independent study	356 hrs
Module duration (total hours)	400 hrs

For office use only	
Initial approval date	30/08/2024
With effect from date	30/08/2024
Date and details of revision	N/A
Version number	01

Module aims

This module will provide a practical understanding of how employment law affects individuals and its impact on the workplace and wider society, giving students the knowledge and understanding to advise managers about the potential legal consequences of the HR decisions they are taking.

The purposes of employment law will be explained, how it is made and enforced, and how managers should act within the workplace to ensure compliance and to reduce the risks to managers associated with litigation from existing and former employees.

The module starts by explaining the employment laws of the UK, before moving onto the latest information about Employment laws, rights of the employees and the duties of the employers including discrimination, maternal leave, paternal leave, sick leave, wages, benefits and more.

Module Learning Outcomes - at the end of this module, students will be able to:

1	Evaluate the administration of employment rights as applied to businesses in the UK.
2	Critically evaluate the contractual relationship between employers and employee and those of workers and the self-employed from a people management perspective.
3	Demonstrate a practical understanding of the law of dismissal and redundancy and actions short of dismissal and redundancy from a HR perspective.
4	Assess the various forms of employment protection given to different types of worker
5	Critically discuss the provisions regarding discrimination and family friendly rights from a people management perspective
6.	Explain the role of HRM regarding law on health and safety and industrial action

Assessment

Indicative Assessment Tasks:

This section outlines the type of assessment task the student will be expected to complete as part of the module. More details will be made available in the relevant academic year module handbook.

Indicative Assessment 1:

A management/HR report relating the practical application of key legal principles of employment law to a realistic commercial situation. (2500 words)

Indicative Assessment 2:

An individual presentation on a chosen employment related legal issue/challenge concerning the application of human resource management in business. (15 mins)

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1, 2, 3	Coursework	50%
2	4, 5, 6	Presentation	50%

Derogations

None

Learning and Teaching Strategies

This module will be delivered using a combination of face-to-face lectures, group tutorials and practical exercises, and will utilise the use of case studies to apply the knowledge. There will be a substantial element of online learning, during which students will consolidate learnings, undertake research for assessments, participate in discussion forums, and work with peers to complete group activities.

Indicative Syllabus Outline

1. HRM and the administration of employment rights – the tribunals system and other methods of dispute resolution.
2. The sources and structure of employment law
3. Determining employment status – the role of HR
4. Drafting the contract of employment
5. Implied terms regarding working hours, holidays and pay
6. Wrongful and unfair dismissal – the role of HR
7. Redundancy - the rights of employees, the obligations of employers
8. HR and Family friendly employment rights
9. Protection from discrimination and equal pay provisions – the managers role
10. Ensuring Health and safety in the workplace
11. Industrial action and trade union rights – de-escalating disputes.

Indicative Bibliography:

Please note the essential reads and other indicative reading are subject to annual review and update.

Essential Reads

Daniels, K. (2022), *Introduction to Employment Law: Fundamentals for HR and Business Students*. 6th ed. London: Kogan Page.

Other indicative reading

Aylott, E. (2022), *Employment Law: A Practical Introduction*. 3rd ed. London: Kogan Page.

Emir, A. (2022), *Selwyn's Law of Employment*. 22nd ed. Oxford: Oxford University Press.

Lewis, D. ,Sargeant, M. and Schwab, B (2023), *Employment Law: The Essentials*. 16th ed. London: Kogan Page.

Pitt, G. and Drew, S. (2022), *Pitt's Employment Law*. 12th ed. London: Sweet & Maxwell.

Smith, I. and Warnock, O. (2023), *Smith & Wood's Employment Law*. 16th ed. Oxford: Oxford University Press.

Websites:

www.legislation.gov.uk

www.gov.uk

www.acas.org.uk

www.employmentlaws.co.uk

Employability – the University Skills Framework

Each module and degree programme are designed to support learners as they develop their graduate skills aligned to the University Skills Framework.

Using the philosophies of the Active Learning Framework (ALF) our 10 skills are embedded within programmes complementing core academic subject knowledge and understanding.

Through continuous self-assessment students own their individual skills journey and enhance their employability and career prospects.

This Module forms part of a degree programme that has been mapped against the University Skills Framework.

The Wrexham University Skills Framework Level Descriptors: An incremental and progressive approach.

Learners can use this document to identify where and how they are building skills and how they can develop examples of their success.