

Module Title:	Industrial Relations
Credits:	10
NFQ Level:	8
Module Delivered In	4 programme(s)
Teaching & Learning Strategies:	Lectures - communication of knowledge and ideas from the lecturer to the student. Problem Solving Exercises - student will work as part of a team and will work together to resolve various IR scenarios. Class Discussion/Debate - Students will be encouraged to actively participate in the class sessions which will develop their analytical and communication skills. E-Learning - It is envisaged that the module will be supported with on-line learning materials. Self-Direct Independent Learning - the emphasis on independent learning will develop a strong and autonomous work and learning practices.
Module Aim:	The aim of this subject is to equip learners with the knowledge and skills to be able to manage more effectively the Employer-Employee relationship. Learners should demonstrate knowledge regarding the institutions, stakeholders, processes, legislation and developments surrounding the current Industrial Relations context in Ireland.
Learning Outcomes	
<i>On successful completion of this module the learner should be able to:</i>	
LO1	Describe and critically evaluate a theoretical understanding of Industrial Relations
LO2	Demonstrate an understanding of Industrial Relations law and seminal Industrial Relations Case Studies
LO3	Analyse and critically evaluate the role of the Stakeholders in the context of Irish Industrial Relations
LO4	Demonstrate knowledge and skills in the prevention and management of Organisational Conflict
LO5	Describe and critically evaluate Social Partnership and Workplace Partnership as an approach to Industrial Relations
Pre-requisite learning	
Module Recommendations <i>This is prior learning (or a practical skill) that is recommended before enrolment in this module.</i>	
No recommendations listed	
Incompatible Modules <i>These are modules which have learning outcomes that are too similar to the learning outcomes of this module.</i>	
No incompatible modules listed	
Co-requisite Modules	
No Co-requisite modules listed	
Requirements <i>This is prior learning (or a practical skill) that is mandatory before enrolment in this module is allowed.</i>	
No requirements listed	

Module Content & Assessment

Indicative Content
An Introduction to Industrial Relations The nature of Industrial Relations. The context of Industrial Relations. The role of Theory in Industrial Relations.
Industrial Relations Legislation The Industrial Relations Act 1990. Key Industrial Relations Case Studies.
The Institutional Framework of Industrial Relations The Labour Relations Commission. Rights Commissioners. The Labour Court. Current Developments and Issues.
Trade Unions The nature, role and structure of Trade Unions. The opportunities and challenges facing the Trade Unions. Current Developments and Issues.
Employer Associations The nature, role and structure of Employer Associations. The opportunities and challenges facing Employer Associations. Current Developments and Issues.
Organisational Conflict The nature of Organisational Conflict. Styles of managing Organisational Conflict. Theoretical understanding of Organisational Conflict. Current Developments and Issues.
Industrial Action The nature of Industrial Action. Seminal Case Studies of Industrial Action. Strikes.
Social Partnership The nature of Social Partnership. The history of Social Partnership. The future of Social Partnership.
Workplace Partnership The nature of Workplace Partnership. The requirements of Workplace Partnership. The future of Workplace Partnership.
Current Industrial Relations Issues The complexities of the Irish Industrial Relations landscapes. The future approach to Industrial Relations in Ireland.

Assessment Breakdown	%
Continuous Assessment	30.00%
End of Module Formal Examination	70.00%

Continuous Assessment				
Assessment Type	Assessment Description	Outcome addressed	% of total	Assessment Date
Other	In class examination (term 1)	1,2	15.00	Week 12
Project	Group/individual project and presentation (term 2).	1,2,3,4,5	15.00	Week 22

No Project

No Practical

End of Module Formal Examination				
Assessment Type	Assessment Description	Outcome addressed	% of total	Assessment Date
Formal Exam	End-of-Semester Final Examination	1,2,3,4,5	70.00	End-of-Semester

ITCarlow reserves the right to alter the nature and timings of assessment

Module Workload

Workload: Full Time		
<i>Workload Type</i>	<i>Frequency</i>	<i>Average Weekly Learner Workload</i>
Lecture	Every Week	3.00
Independent Learning Time	Every Week	4.00
Total Hours		7.00

Workload: Part Time		
<i>Workload Type</i>	<i>Frequency</i>	<i>Average Weekly Learner Workload</i>
Lecture	Every Week	1.50
Independent Learning Time	Every Week	5.50
Total Hours		7.00

Module Delivered In

Programme Code	Programme	Semester	Delivery
CW_BBLAW_B	Bachelor of Business (Honours) in Business with Law	4	Elective
CW_BBHRM_B	Bachelor of Business (Honours) in Human Resource Management	4	Mandatory
CW_BRLMB_B	Bachelor of Business(Honours) in Management	4	Elective
CW_BBBBM_B	Bachelor of Business(Honours) in Management	4	Elective