This sample unit outline is provided by CHC for prospective and current students to assist with unit selection.

Elements of this outline which may change with subsequent offerings of the unit include Content, Required Texts, Recommended Readings and details of the Assessment Tasks.

Students who are currently enrolled in this unit should obtain the outline for the relevant semester from the unit lecturer.
**Unit Name**  
BS327  Industrial Relations

**Nominal Duration**  
14 weeks

**Delivery Mode**  
Internal and External

**Workload**  
| Class contact (Internal mode) or Review of materials (External mode) | 42 hours |
| Reading and private study | 48 hours |
| Assignment preparation | 50 hours |
| **TOTAL** | **140 hours** |

**Weight**  
10 credit points

**Unit Coordinator**  
Dr Rod St Hill

**Teaching Staff**  
Dr Rod St Hill

**Co / Prerequisite Units**  
Completion of core introductory Business units  
*OR*  
Permission of the Dean of Business

**Core / Elective**  
Diploma of Business: Not available  
Associate Degree in Business: Not available  
Bachelor of Business: Core for HRM major; Elective for all other majors

**Rationale**  
Industrial Relations are an important aspect of the social relations of work and thus form an important part of the study of Human Resource Management. Broadly defined, it relates to the wages and working conditions of Australian employees as determined by a complex mix of government legislation, industrial tribunal decisions, managerial regulation unions, employer associations and bargaining between employers and employees.

This unit considers the history of industrial relations in Australia. It examines in detail how individuals, groups, organisations and institutions make decisions within the dual systems of state and federal regulations, which shape the employment relationship between employers and employees.

**Text Requirements**  

**Outcomes**  
On completion of this unit, students will have provided evidence that they are able to:
1. Demonstrate knowledge of the effects of social, economic and political environments, public policy processes on industrial relations in contemporary Australia.
2. Assess Industrial Relations case studies and develop recommendations.
3. Discuss the development of the broad array of legislation regulating the employment relationship.
4. Explain the dynamic nature of the employment relationship.
5. Apply current theories to workplace relations.
6. Identify sources of information, awards, current rulings at the state and federal level.

**Content**

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<thead>
<tr>
<th>Week</th>
<th>Content</th>
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<tbody>
<tr>
<td>1</td>
<td>Introduction to Industrial Relations</td>
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<td>2</td>
<td>The historical development of Industrial Relations in Australia</td>
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<td>3</td>
<td>Conflict and Control: Industrial Action and the Law</td>
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<td>4</td>
<td>Trade Unions: Objectives and Strategies</td>
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<td>5</td>
<td>Trade Unions: Membership, Structure and Function</td>
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<td>6</td>
<td>Employer Associations</td>
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<td>Management and Employee Participation</td>
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<td>Federal Labour Law</td>
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<td>9</td>
<td>Legal Regulation at the State Level</td>
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<td>10</td>
<td>Workplace safety and equity</td>
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</tbody>
</table>
Conciliation and Arbitration
Collective Bargaining
Enterprise Bargaining: origins, techniques and applications
Industrial Relations and Performance

Assessment

Assessment Task #1 – Major Assignment (Relates to Outcomes 1-5)
The study of Industrial Relations is relevant to all levels of business. This report will give students the opportunity to explore a particular aspect of Industrial Relations in depth. Topics are to be chosen from a list to be provided and applied it to a business sector of the students’ own choosing. It is expected that extra research beyond the text will bring relevant information and applications to this report.
The report is to be well structured with the main ideas supported by at least five references from the literature, Scripture, the textbook, class exercises and outside reading. The scope of this paper is to be comprehensive. Because each topic will be different, it is difficult to be too prescriptive about its structure.

Weighting: 50%
Length: 3000 words
Due Date: Week 13

Assessment Task #2 – Final Exam (Relates to Outcomes 1-5)
The final exam will test the understanding and knowledge of all aspects of Industrial Relations covered in the unit and will consist of multiple-choice, True/False and short answer questions. The questions, in part, may be drawn from the class activities and assignments.

Weighting: 50%
Length: 3 hours
Due Date: Week 16

Academic & General Resource Requirements


Journals

*Australian Journal of Social Issues* [ISSN 0157-6321]
*International Journal of Employment Studies* [ISSN 1039-6993]
*Labour & Industry* [ISSN 1030-1763]

Internet sources

[www.dir.qld.gov.au](http://www.dir.qld.gov.au)

Unit Summary

This unit considers the history and current status of wages and working conditions for Australian employees as determined by a complex mix of government legislation, industrial tribunal decisions, managerial regulation, unions, employer associations and bargaining between employers and employees. The unit examines in detail how individuals, groups, organisations and institutions make decisions within the dual systems of state and federal regulations, which shape the employment relationship between employers and employees.