



The University of Auckland Business School

Course Outline 2015

MGMT 714: ADVANCED EMPLOYMENT RELATIONS (15 POINTS)

Semester 2, (1155)

Course Prescription

Current major issues in the legislation and practice of employment relations in New Zealand, drawing in international comparisons and drivers; the relationship between employment relations developments and economic performance in New Zealand.

Programme and Course Advice

Relevant to Human Resource Management and Organisational Behaviour studies, and to students with a practical or conceptual interest in contemporary New Zealand employment relations.

Goals of the Course

To understand developments in employment relations legislation and practice in New Zealand since 2008;

To situate such developments in the context of New Zealand's current economic performance.

Learning Outcomes

By the end of this course it is expected that the student will be able to:

1. An understanding of post-2008 issues and legislative changes in New Zealand's employment relations regime;
2. An understanding of contemporary debates about employment relations legislation, practices and issues, and economic performance;
3. An understanding of alternative employment relations settings that might be applied in New Zealand

Content Outline

Depending on student choice, the course may consider the following issues:

- The Design and Purpose to the Employment Relations Act
- Employment Relations, Economic Performance and the High Performance Paradigm
- The Role of Workplace Partnership in New Zealand
- What value Manufacturing?
- Wage-led Growth?

- The “90 Day” Measure
- The Tale of “The Hobbit”
- Battle in the Ports
- Health and Safety Provisions
- Youth Rates and Employment
- The Living Wage Campaign
- Gender and workplace inequality: still growing?

Other issues may be added to this list as may be appropriate.

Learning and Teaching

The course meets **normally** on Thursdays, 3pm-6pm in OGGB 323.

Note: the first meeting will be in 2-4 on Thursday 23 July in OGGB 4102.

The course is presentation-based.

It will commence with three introductory lectures, providing background material and an introduction to key issues.

Assuming some 12 enrolments, three student groups will be formed. Each group will be responsible for leading discussions in three weeks, as shown in the following schedule. Group organisation may be changed, depending on class numbers.

Week	Activity
1 (23 July)	Lecture 1 (Theorising contemporary New Zealand Employment Relations)
2 (30 July)	Lecture 2 (Legislative and policy shifts in Employment Relations post-2008)
3 (6 August)	Lecture 3 (Is there an alternative for New Zealand Employment Relations?)
4 (16 August)	Group 1
5 (23 August)	Group 2
6 (30 August)	Group 3
Mid semester break	
7 (17 September)	Group 1
8 (24 September)	Group 2
9 (1 October)	Group 3
10 (8 October)	Group 1
11 (15 October)	Group 2
12 (22 October)	Group 3

Each group will take responsibility for **three** of the issues outlined in the Content Outline section above. They will present an analysis to the class of between **30 and 45** minutes in length on each of the three. The class will be expected to have read the associated readings and to be ready to engage actively in discussion. Quality of class participation will contribute to the final course assessment.

The presentations will show evidence of research and reading, of coverage of the important elements of the issue in question, of assessment of arguments, and of carefully-drawn conclusions.

Presentations will be sent electronically to the course staff, following the presentation.

Teaching Staff

Prof. Nigel Haworth

Room 4100, OGGB

1-2pm Mondays

Learning Resources

Detailed readings will be provided when the course starts. A good background text is:

Rasmussen, E. (ed.). (2010). *Employment Relationships: Workers, Unions and Employers in New Zealand*. Auckland, Auckland University Press.

For students without a strong grasp of New Zealand employment relations, the following UG text is also recommended as background reading:

Rasmussen, E. (2009). *Employment Relations in New Zealand*. Auckland, Pearson.

Assessment

There are three elements of assessment:

Class participation: 20%

This will be assessed by the course tutor, in terms of quality of contribution.

Group presentations: 30%

Each group presentation will be assessed by the course tutor, first, as a presentation and, second, as an informed analysis of the particular issue.

Course Diary: 50%

Each student will prepare a course diary in which the key learning from each presentation (including the student's own group's work) is presented. The diary should include between 500 and 600 words on each presentation (that is, approximately 5000 words in total). The diary will be handed in by **20 October**.