

MSc LABOUR AND EMPLOYMENT RELATIONS

COURSE DESCRIPTIONS

COURSE CODE: LAER 6000

TITLE: Labour History

CREDITS: 3

DESCRIPTION

This course is an intense course in Caribbean Labour History. It is interested in understanding the nature of the struggle from the perspective of the laboring classes. This is a much-neglected area of West Indian history. Specific focus will be on the political, social and economic issues which shaped the labour history of the Caribbean.

COURSE CODE: LAER 6003

TITLE: Collective Bargaining and Disputes Resolution

CREDITS: 3

DESCRIPTION

This course sets out to prepare students with a general understanding of the principles and practices that govern collective bargaining and disputes resolution in the workplace. Since work has become a pivot to life it will touch on the various aspects of human interaction. The course looks at conflict and the sources of it identifying institutions that have emerged to bring resolution to disputes. Since international events affect regional and local interaction, the course traces the evolution of collective bargaining from the industrial revolution period to the current employment relations environment. As such time will be spent on the industrial revolution and its impact on scholarship, institution building and relationships between groups.

COURSE CODE: MGMT 6901

TITLE: Research Methods for Business and Social Sciences

CREDITS: 3

DESCRIPTION

This Research Methods for Business and Social Sciences course will expose graduate students of different Social Sciences disciplines to the fundamental principles of research. It will integrate relevant material and topics from other courses in the programme, so that students can have the opportunity to apply statistical methods and techniques within a domain most relevant to their areas of study. Content areas will include how to write research questions, literature reviews, data collection and analysis, and report writing. The course will be delivered using student-centered approaches that will focus on the application of relevant concepts and principles to practical business situations. It is intended to equip students with knowledge, skills and competencies necessary for good decision making in a competitive environment.

COURSE CODE: HRNM 6109

TITLE: Compensation Management

CREDITS: 3

DESCRIPTION

This course examines the art of compensation – how people get paid, and what difference it makes (or should make) to the overall success and productivity of an organisation. It focuses on the strategic issues in managing compensation as well as developing a total compensation strategy for an organisation. The course brings to the fore new developments and established approaches to compensation decisions, performance-management and its relationship with compensation management and the future direction of compensation in a changing environment.

COURSE CODE: LAER 6001

TITLE: Employment and Relations in a Global Environment

CREDITS: 3

DESCRIPTION

This course is an introduction to employment relations/workplace practice in selected countries. It addresses some of the critical factors shaping developments within the workplace and affecting labour in a number of countries within the global economy. It also addresses similar features of employment relations systems within the Caribbean. Our primary interest is to understand, through comparative/international study and analysis, some of the essential differences and similarities in the way employment relations within the workplace and wider society are managed in different countries, and the consequences for participants and the wider society as a whole. The course explores some of the important implications for work organisation, regulation of labour conditions and trade- union practice that derive from developments within the global economy. It also compares and contrasts emerging patterns across different countries and economic contexts. Attention will also be given to an examination of employment relations systems in the Caribbean especially in the context of the CSME and the employment relations implications of private sector mergers and acquisitions across the Region, and practices adopted by management in the prevailing business environment.

COURSE CODE: LAER 6015

TITLE: Public Sector Employment Relations

CREDITS: 3

DESCRIPTION

This course is designed to provide participants with the knowledge and skills to analyze the changing nature of public sector employment in a Caribbean and global context. It introduces students to contemporary conceptual and institutional issues that have impacted public sector employment practices in the Caribbean. In addition, it helps students to understand the interplay of sociopolitical culture and political economy that shaped and continues to influence the public sector employment landscape.

COURSE CODE: LAER 6008

TITLE: Labour History

CREDITS: 3

DESCRIPTION

This course seeks to expose students to the economic rules which dictate how the labour market works. We focus on how labour, as a economic resource, is compensated and how firms, on a macro level, decide how many persons to employ and how labour is allocated by skill set. Labour market issues are underpinned by three predominant factors: market forces of supply and demand for labour; interventions in the form of a social partnership (government, unions, and corporates); and sociological forces such as where a person grew up and/or was educated. Though we will draw from global examples for guidance, this course intends to apprise the students of Caribbean labour market affairs. Some knowledge of basic micro-economic theory is required but the course is not intended to be highly technical.

COURSE CODE: LAER 6007

TITLE: Occupational Safety, Health and The Environment

CREDITS: 3

DESCRIPTION

This course will seek to provide academic training for students with an interest in, or who have a direct responsibility for the recognition, evaluation, and control of occupational safety and health hazards, as well as an interest in the ways by which the workplace may impact on the natural environment. It will provide a study of the Barbados Safety and Health at Work Act 2005, ILO Convention 155 and Recommendation 164, and focus on areas such as risk assessment, and the respective roles, rights, responsibilities and areas for cooperation of and between employers, workers and their representatives.

COURSE CODE: LAER 6002

TITLE: Caribbean & International Labour Law

CREDITS: 3

DESCRIPTION

This course will focus on how and why Caribbean labour and employment law have developed as a response to globalization, exploring intellectual foundations and surveying the latest developments in the field including principles and practices. The aim is to become conversant with key legal, policy and practice issues, and with the architecture of the main regimes of international labour and employment law, preparing students to provide well-rounded advice, arguments and opinions on a set of issues at the centre of contemporary debates over Caribbean and International economic integration, International trade and employment relations.

COURSE CODE: LAER 6010

TITLE: Contemporary Issues in Employment Policy

CREDITS: 3

DESCRIPTION

This course is designed to complement the core units of the M.Sc. Labour and Employment Relations by introducing students to the key debates in contemporary employment policy. It aims to develop a conceptual understanding of the changing nature of employment relations and work and of the role played by government, employees, trade unions and employers in shaping employment policy. Students will be able to examine contemporary themes associated with work and employment relations and the relationship between these and public policy. As such, particular attention will be given to the impact of economic globalisation on the contemporary issues in employment policy within the Caribbean.

COURSE CODE: LAER 6990

TITLE: Practicum

CREDITS: 6

DESCRIPTION

The practicum is an alternative to the Research Paper. The practicum will be for the duration of three months and will involve attachment to institutions that are directly in Labour and Employment Relations such as Trade Unions as well as Private and Public sector agencies.

COURSE CODE: LAER 6900

TITLE: Research Paper

CREDITS: 6

DESCRIPTION

This is an alternative to the Practicum. Students selecting this option must include in their report sound theoretical knowledge of the concepts taught throughout the course and must therefore demonstrate strong and relevant links between the theory and industry practices.