

Unit & Assessment Outline for Students & Parents Grades 11 – 12.

Year	2018	Semester	2	Grade	12	Unit Value	1
Curriculum	ACT/PNG						
Subject Title/s	Business T						
Course Name	Business Challenges – Employment Relations						
Code/Unit	4046						

Assessment Tasks

Week Due	Topic(s)	Type of Task	Weighting
4	Employment Relations	Test	50%
6	Industrial Disputes	Assignment	50%

ACT. Learning outcomes against which the students will be reported.

- * Demonstrate an understanding of the nature of employment relation and the key influences on employment relation
- * Demonstrate an understanding on the changing nature of work and its effect on employment relations
- Analyse the changing nature of work and its effect on the market trends
- * Appreciate the flexible working conditions
- * Appreciate the legal frame of employment
- * Critically analyse the workplace legislation
- * Demonstrate an understanding of industrial conflicts

PNG. Assessment Criteria.

Students will be assess using criteria.

- Oral response using power points.
- Written work in the form of reports or essays.
- Analysing issues and discussing in class.
- Participation in class work or discussions.
- Test.

Summary of Content

Weeks	Content Outline	Curriculum Links
1-2	Motivation <ul style="list-style-type: none"> ○ Motivation theories ○ Motivation factors ○ Pay systems ○ Leadership styles 	
3	Employment contract <ul style="list-style-type: none"> ○ Rights of an employee & employer ○ Types of Leave entitlements ○ Workers insurance ○ Remuneration and overtime 	
4	The Nature of Employment Relations Stakeholders in the workforce –	ACT : Employment Relations

	<p>*Key influences on employment relations</p> <ul style="list-style-type: none"> -Social influences -Legal influences -Economics influences -Technological changes -Globalization <p>* Rights and obligations of employees and employers</p> <p>* Importance of good employee/employer relations</p>	PNG : Managing People
5	<p>The Work of the HR Department</p> <ul style="list-style-type: none"> ○ Recruitment and Selection ○ Recruitment Process ○ Application Letters and CVs. ○ Workforce planning ○ Dismissal and Redundancy 	
6	<p>3.2.2 Changing Nature of the Work</p> <p>Changes in employment pattern</p> <p>*Employment opportunities</p> <p>*Labour force participation rates</p> <p>*Types of employment contract</p> <ul style="list-style-type: none"> - casual, part-time, permanent, flexible <p>* Labour market trends</p> <ul style="list-style-type: none"> -casualisation -a developing skills shortage -new generation employees -ageing workforce -outsourcing <p>*Flexible Working Conditions</p> <ul style="list-style-type: none"> -flexible remuneration agreements - profit sharing and productivity sharing -flexible working hours - family friendly programs 	<p>ACT : Employment Relations</p> <p>PNG : Managing People</p>
7	<p>3.2.3 Legal Frame of Employment</p> <ul style="list-style-type: none"> ○ Employment contract ○ Workplace relation Act 	<p>ACT : Employment Relations</p> <p>PNG : Managing People</p>
8-9	<p>.2.4 Industrial Conflict in the work place</p> <ul style="list-style-type: none"> ○ Major cause of conflict ○ Types of industrial action ○ Dispute resolution process ○ Cost and benefits of industrial disputes 	<p>ACT : Employment Relations</p> <p>PNG : Managing People</p>
10	<p>Trade Unions</p> <ul style="list-style-type: none"> ○ Purpose of trade unions ○ Advantages and disadvantages of joining unions ○ Types of trade unions. 	<p>ACT : Employment Relations</p> <p>PNG : Managing People</p>
11-12	Revision	<p>ACT : Employment Relations</p> <p>PNG : Managing People</p>