City University of Hong Kong
Course Syllabus

offered by Department of Social and Behavioural Sciences
with effect from Semester A 2018/ 2019

Part I   Course Overview

Course Title: Labour and Workplace Relations

Course Code: SS5835

Course Duration: One semester

Credit Units: 3

Level: P5

Medium of Instruction: English

Medium of Assessment: English

Prerequisites:
(Course Code and Title)   Nil

Precursors:
(Course Code and Title)   Nil

Equivalent Courses:
(Course Code and Title)   Nil

Exclusive Courses:
(Course Code and Title)   Nil

Part II   Course Details

1.   **Abstract**

The aim of this course is to provide students with an understanding of the changing demographic makeup of the workforce and changing work environment; and to develop their ability to analyse and reflect on legal, policy and organizational changes undertaken to reduce discrimination, promote equality, manage diversity and embrace inclusion in workplace to enhance its productivity and effectiveness.

2.   **Course Intended Learning Outcomes (CILOs)**
(CILOs state what the student is expected to be able to do at the end of the course according to a given standard of performance.)

No.	CILOs	Weighting (if applicable)	Discovery-enriched curriculum related learning outcomes (please tick where appropriate)		
			A1	*A2*	*A3*
1.	Identify the changing nature and context of work and employment in contemporary societies;	30%	√	√	√
2.	Distinguish management and workplace relations in legal, policy, and organizational practices;	30%	√	√	√
3.	Recognize, respect and respond positively to workplace inequality and diversity in class, gender, ethnicity, disability, age, and sexual orientation, etc.; and	20%	√	√	√
4.	Apply skills in strengthening teamwork and leadership performance in diverse workplace.	20%	√	√	√
		100%			

A1:   Attitude
Develop an attitude of discovery/innovation/creativity, as demonstrated by students possessing a strong sense of curiosity, asking questions actively, challenging assumptions or engaging in inquiry together with teachers.
A2:   Ability
Develop the ability/skill needed to discover/innovate/create, as demonstrated by students possessing critical thinking skills to assess ideas, acquiring research skills, synthesizing knowledge across disciplines or applying academic knowledge to self-life problems.
A3:   Accomplishments
Demonstrate accomplishment of discovery/innovation/creativity through producing /constructing creative works/new artefacts, effective solutions to real-life problems or new processes.

3.   **Teaching and Learning Activities (TLAs)**
(TLAs designed to facilitate students' achievement of the CILOs.)

TLA	Brief Description	CILO No.						Hours/week (if applicable)
		1	2	3	4			
Lectures	Major concepts and theories of work, employment, management and workplace relations are to be delivered in	√	√	√	√			

	lectures supplemented by PowerPoint presentation, video, online and printed materials.									
Discussion and Case study	Small group discussions to solicit students' input and feedback on work, employment, management and workplace relations covered; case study will be used for in-depth discussions to help students to recognize, respect and respond positively to workplace equality, diversity and inclusion practices.	√	√	√	√					
Group Project	Students will work in groups on selected or current topics of interest for investigation and make presentations in class. Critical comments on legal, policy and organization practice initiatives with local relevance will be encouraged.	√	√	√	√					
Presentation by Guest Speaker	Guestspeakers may be invited to introduce the state of art in diversity and inclusive policy and management to the students. Campaigners may also be invited to share their struggles and achievements on workplace equality, diversity and inclusion.			√	√					

4. Assessment Tasks/Activities (ATs)

(ATs are designed to assess how well the students achieve the CILOs.)

Assessment Tasks/Activities	CILO No.						Weighting	Remarks	
	1	2	3	4					
Continuous Assessment: 100%									
Group Presentation Students will do group presentations in class on chosen topics for investigation on work, employment, workplace relations and management. Presentation will be less than one hour each and other students are involved in peer assessment of their	√	√	√	√			25%		

presentations. Students are encouraged to give critical comments on policy and practice initiatives with local relevance in their presentations.								
Term Paper Students will write an individual term paper of 2500 to 3000 words onwork, employment, management and workplace relations. Prior consultation with the lecturer is encouraged.	√	√	√	√			50%	
Class Discussion and Case Study Students will do discussion and case study analysis in class and make report back of their groups' discussion. Students' ability to recognise, respect and respond positively to workplace diversity issues will be developed.	√	√	√	√			10%	
Quiz A quiz of 1 hour will be made in class between lectures 4-7 on key concepts, theories and materials covered in lectures and assigned readings.	√	√					15%	
Examination: _____% (duration: , if applicable)								
							100%	

5. Assessment Rubrics

(Grading of student achievements is based on student performance in assessment tasks/activities with the following rubrics.)

Assessment Task	Criterion	Excellent (A+, A, A-)	Good (B+, B, B-)	Fair (C+, C, C-)	Marginal (D)	Failure (F)
1. Group Presentation (25%)	Demonstration of learning	High	Good	Moderate	Basic	Poor
2. Term Paper (50%)	Application of relevant concepts and literature; and collecting appropriate data	High	Good	Moderate	Basic	Poor
3. Class Discussion and Case Study (10%)	Degree of participation and quality of oral reports	High	Good	Moderate	Basic	Poor
4. Quiz (15%)	Understanding of concepts and theories	High	Good	Moderate	Basic	Poor

Part III **Other Information** (more details can be provided separately in the teaching plan)

1. **Keyword Syllabus**
   (An indication of the key topics of the course.)

   1.1

   Changing nature and context of work and employment in contemporary societies;

   1.2

   Management and workplace relations in legal, policy, and organizational practices;   and

   1.3

   Recognize, respect and respond positively to workplace inequality and diversity.

2. **Reading List**
2.1 Compulsory Readings
   (Compulsory readings can include books, book chapters, or journal/magazine articles. There are also collections of e-books, e-journals available from the CityU Library.)

1.	Bell, M.P. (2012). Diversity in organization (2nd ed.). Australia: South-western Cengage Learning.
2.	Brief, P. (ed.) (2008). Diversity at Work. Cambridge: Cambridge University Press.
3	Kumar, S. & Manfredi, S. (2012). Managing equality and diversity: Theory and practice. Oxford: Oxford University Press.
4	Mor-Barak, M.E. (2011). Managing diversity: Toward a globally inclusive workplace (2nd ed.). Los Angeles: SAGE.
5	Rose, E. (2008) *Employment Relations.* Essex: Pearson Education Ltd
6	Silver B J. (2001) *Forces of Labor: Workers' Movements and Globalization since 1870.*New York: Cambridge University Press
7	Thompson, P. and McHugh, D. (2002) *Work Organizations: a critical introduction.* New York: Palgrave.
8	Tony J. Watson (1995) *Sociology, Work and Industry*. New York: Routledge

2.2 Additional Readings
   (Additional references for students to learn to expand their knowledge about the subject.)

1.	Chan, A. (2001). *Chinese Workers under Assault. Armonk,* N.Y.: M.E. Sharpe.
2.	Chan, K. C. C. (2010). *The Challenge of Labour in China: Strikes and the Changing Labour Regime in Global Factories*. New York: Routledge.

3.	Clegg, S. R., Hardy, C., Nord, W. R., & Lawrence, T. (2006). T*he SAGE handbook of organization studies.* London: Thousand Oaks.
4.	Gilbert, G. et. al. (eds.) (2004) *Labor Versus Empire: Race, Gender, Migration* New York: Routledge.
5.	Janssens, M., & Zanoni, P. (2005). Many diversities for many services: Theorizing diversity (management) in service companies. *Human Relations, 58*, 311-339.
6.	Johnston, W. B., & Packer, A. H. (1987). *Workforce 2000: Work and workers for the twenty-first century.* Indianapolis, Ind.: Hudson Institute.
	Liu, M. W. and Smith, C. (ed.) (2016) *China at Work.* New York: Palgrave
7.	McLaughlin, M. E., Bell, M. P., & Stringer, D. Y. (2004). Stigma and acceptance of persons with disabilities: Understudied aspects of workplace diversity. *Group & Organization Management*, *29*, 302-333.
	Peck, J. (1996) *Work-Place: The social regulation of labor markets.* New York: The Guilford Press
8.	Silver, H. (1994). Social exclusion and social solidarity: Three paradigms. *International Labour Review*, *133*, 531-578.
9.	Sowell, T. (2004). *Affirmative action around the world: An empirical study.* New Haven: Yale University Press.
10.	Squires, J. (2005). Is mainstreaming transformative? Theorizing mainstreaming in the context of diversity and deliberation. *Social Politics, 12*, 366-388.
11.	Tomei, M. (2003). Discrimination and equality at work: A review of the concepts. *International Labour Review, 142,* 401-418.