

# BUSM 7043 INDUSTRIAL RELATIONS AND WORKPLACE CHANGE

**Credit Points** 10

**Legacy Code** 200719

**Coordinator** Michael Lyons ([https://directory.westernsydney.edu.au/search/name/Michael Lyons/](https://directory.westernsydney.edu.au/search/name/Michael%20Lyons/))

**Description** Industrial Relations and Workplace Change is designed to equip current and future employment relations professionals and practitioners with the knowledge necessary to analyse and implement the processes for workplace change and workplace-level bargaining. The understanding of workplace change covered in this subject includes an emphasis on rights, obligations and "voice". The subject focuses on workplace change problem solving for employee engagement and dispute resolution in both local and global workplace change contexts.

**School** Business

**Discipline** Human Resource Management

**Student Contribution Band** HECS Band 4 10cp

Check your fees via the Fees ([https://www.westernsydney.edu.au/currentstudents/current\\_students/fees/](https://www.westernsydney.edu.au/currentstudents/current_students/fees/)) page.

**Level** Postgraduate Coursework Level 7 subject

**Equivalent Subjects** LGYA 8579 - The Industrial Relations Process

## Restrictions

Students must be enrolled in a postgraduate program.

## Learning Outcomes

On successful completion of this subject, students should be able to:

1. Describe the purposes and roles of workplace change both in Australia and other countries;
2. Evaluate the importance of consultative processes and the effectiveness of particular mechanisms in the workplace change context;
3. Contrast traditional approaches to the industrial relations of workplace change with key elements of an employee engagement focus to be able to analyse the implications of workplace change proposals;
4. Advocate an approach to workplace change problems in complex and changing circumstances to make strategic contributions;
5. Identify global and international issues that affect the industrial relations of the workplace change processes.

## Subject Content

- Workplace change and the external environment: regulation and policy influences
- Workplace change and the internal environment: management styles and prerogatives
- Workplace change and collective representation: productivity and flexibility
- Workplace change through bargaining and negotiation
- Workplace disputes: causes, avoidance and resolution
- Employee voice: employee engagement and performance

- Product markets and international best practice
- Industrial relations, HRM and measuring for evaluation

## Assessment

The following table summarises the standard assessment tasks for this subject. Please note this is a guide only. Assessment tasks are regularly updated, where there is a difference your Learning Guide takes precedence.

Type	Length	Percent	Threshold	Individual/ Group Task	Mandatory
Essay	2,000 words	50	N	Individual	Y
Professional Task	2,000 words	50	Y	Individual	Y

### Prescribed Texts

- Bray, M, Waring, P and Cooper, R & Macneil J 2018, Employment relations: theory & practice, 4th edition, McGraw Hill, Sydney.

### Teaching Periods

## Quarter 1 (2025)

### Parramatta City - Macquarie St

#### On-site

**Subject Contact** Michael Lyons ([https://directory.westernsydney.edu.au/search/name/Michael Lyons/](https://directory.westernsydney.edu.au/search/name/Michael%20Lyons/))

View timetable ([https://classregistration.westernsydney.edu.au/odd/timetable/?subject\\_code=BUSM7043\\_25-Q1\\_PC\\_1#subjects](https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM7043_25-Q1_PC_1#subjects))