

Course Code: MNO3713 Management of Employee Relations

AY2026/2027 Semester 1

Instructor: A/P Lim Ghee Soon

Department: Management and Organisation, NUS Business School

COURSE DESCRIPTION

This course aims to train future managers to effectively handle employee relations in Singapore. It will address various environmental and structural constraints managers face when dealing with employees. It delves into such topics as the history, key institutions, and tripartism philosophy adopted in Singapore as well as key employment laws and their applications.

LEARNING OUTCOMES

Because of its strong orientation towards real-world practices, students will find this course useful when looking for employment or actually managing employees in the future. Students are expected to keep themselves updated about the current trends in employee relations as well as to demonstrate their ability to apply concepts and skills learned from the course. Cases and issues that have happened or are happening in countries outside Singapore (including the US and other Asian countries) will be brought in to broaden our perspectives. This will help future managers perform their managerial roles in a globalized world.

The latest employment relations issues will be explored. Employment-related laws and practices keep changing and thus all students should keep up with the latest development. Many cases involving less-than-ideal labour relations practices are available from the past that shed light on what we can learn to improve the present-day practices. Hence, we will explore such cases in detail. Students are expected to take part in CANVAS discussions actively.

READINGS AND LESSON PREPARATION

Main Text:

Lim, G.S., Holley, William H. Jr., Jennings, K. M, and Wolters, R. S. (2018). The labour relations process: A partnership approach to creating strategic competitive advantage (2nd ed.). Singapore: Cengage Learning. ISBN-13: 9789814792370 | ISBN-10: 9814792373

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Other Readings:

To be assigned

ASSESSMENTS

Component	Weightage
Group Study & Sharing (Lessons 3-10):	20%
Individual Pre-Class Canvas Discussions Contributions (Lessons 3-10):	20%
Course Review Test (Individual-Based):	30%
Individual Case Assessment (Take-Home Test):	30%

Total	100%
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SCHEDULE

<u>Instructional Week</u>	<u>Topic</u>	<u>Text Readings</u>
1	Lesson 1: A Framework for Studying ER	Lim, et al., Chapters 1 & 14
2	Lesson 2: Historical Milestones of Employee Relations	Lim, et al., Chapter 2
3	Lesson 3: Key Features of the Institutional Environment	Lim, et al., Chapters 4 & 5
4	Lesson 4: Job & Labour Market	Lim, et al., Chapter 7
5	Lesson 5: Major Employment Laws	Lim, et al., Chapter 3
6	Lesson 6: The Employment Contract	Lim, et al., Chapter 6
7	Lesson 7: Employees' Rights and Union Membership	Lim, et al., Chapters 8 & 13
8	Lesson 8: Managerial Prerogatives	Lim, et al., Chapter 10
9	Lesson 9: Disputes, Impasses, & Industrial Actions	Lim, et al., Chapters 9 & 11
10	Lesson 10: Employee Discipline	Lim, et al., Chapter 12
11	<u>Course Review Test (Individual-Based)</u> Complete 30 MCQs in 45 minutes	Lesson transcripts, slides, and points of learning derived from lessons/case studies as covered by this course
12-13	<u>Individual Case Assessment</u> (Take-Home Test) (Online Submission)	All materials

Pre-requisite:

MNO1706 or
MNO1706X or
PL3239

ACADEMIC HONESTY & PLAGIARISM

Academic integrity and honesty is essential for the pursuit and acquisition of knowledge. The University and School expect every student to uphold academic integrity & honesty at all times. Academic dishonesty is any misrepresentation with the intent to deceive, or failure to acknowledge the source, or falsification of information, or inaccuracy of statements, or cheating at examinations/tests, or inappropriate use of resources.

Plagiarism is 'the practice of taking someone else's work or ideas and passing them off as one's own' (The New Oxford Dictionary of English). The University and School will not condone plagiarism.

Artificial Intelligence (AI) tools such as ChatGPT do not require specialist knowledge to use. Many of these AI tools are commonly used in social media, for example, to create content and disguise and refine content created from programmes like ChatGPT. We understand that students will be drawn to using these AI Tools, as they would for any other electronic aid.

However, to be clear, normal academic rules still apply. As noted in the Code of Student Conduct: *“The University takes a strict view of cheating in any form, deceptive fabrication, plagiarism and violation of intellectual property and copyright laws. Any student who is found to have engaged in such misconduct is subject to disciplinary action by the University.”*

With respect to AI tools (e.g., ChatGPT and image generation tools), your instructor will clarify whether the use of these tools as inputs into your assignment development process is acceptable. AI is a technology that requires skill to use, and knowledge about when and how to use it. If you use ChatGPT or any other such AI tool in your work, you must provide a proper representation of how you used the tool and what prompts you used to generate output. Failure to cite its use constitutes academic misconduct.

Further, as with any information source, be aware that minimal efforts yield low quality results. You will need to refine your work and fact check the output, as you would double-check information from any source. Further, you should be selective in how and when you use such tools instead of using it for each and every assignment you create.

To summarise:

1. Always check with your instructors on what are the permitted uses of AI tools.
2. Have a discussion at the start of a course about the use of AI.
3. Where permitted, acknowledge your use of AI.
4. You remain responsible for the quality of your work and its appropriate representation.
5. Failure to follow the above steps can lead to a concern about plagiarism (academic dishonesty).

As always, you have the obligation to make clear to the assessor which is your own work, and which is the work of others. Otherwise, your assessor is entitled to assume that everything being presented for assessment is entirely your own work. This is a minimum standard.

Additional guidance can be found at:

Admission Condition: <http://www.nus.edu.sg/registrar/administrative-policies-procedures/acceptance-record#NUSCodeofStudentConduct>

NUS Code of Student Conduct: <http://nus.edu.sg/osa/resources/code-of-student-conduct>

Academic Integrity Essentials: <https://libguides.nus.edu.sg/new2nus/acadintegrity#s-lib-ctab-22144949-4>

Guidelines on the Use of AI Tools For Academic Work: <https://libguides.nus.edu.sg/new2nus/acadintegrity#s-lib-ctab-22144949-3>