

# BUSM 2014 ENTERPRISE INDUSTRIAL RELATIONS

**Credit Points** 10

**Legacy Code** 200614

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

**Description** Enterprise Industrial Relations builds participants' analytical and research abilities, developing capacity to identify, diagnose and engage with industrial relations challenges from different stakeholder perspectives. Participants work with real-world industrial relations, looking at individual employees' workplace and labour market experiences; the goals and activities of managers; and the role and practices of tribunals, enforcement agencies, employer associations and trade unions. This is done through activities that require working collaboratively on problems using online research to investigate contemporary practice, such as the drivers behind enterprise agreements and the implications of institutional arrangements and trade unions for productivity, equity and human resource utilisation. It is a core subject for the human resource management undergraduate program.

**School** Business

**Discipline** Industrial Relations

**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** Undergraduate Level 2 subject

**Pre-requisite(s)** BUSM 1023

**Equivalent Subjects** BUSM 2015 - Enterprise Industrial Relations

**Restrictions**

Note that only students enrolled at WSU Online may register in the WSU Online subjects offered at that location.

## Learning Outcomes

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

1. Identify and utilise sources of qualitative and quantitative information and methods of research commonly used in professional industrial relations practice;
2. Apply theory to explain the drivers behind industrial relations patterns and outcomes, such as the impact of the nature of work, the legal context, the labour market and the goals of human resource management;
3. Describe Australia's current industrial relations institutions and processes relative to arrangements in the recent past and alternatives advocated by key stakeholders;
4. Explain the implications of the industrial relations framework and practices for

## Subject Content

- role of industrial relations specialists
- rule-making: statutes, awards and enterprise agreements
- industrial relations in different contexts
- The state: role, processes

- management and The organisation of work: HRM goals and The labour process
- Employer associations: goals, role, methods
- trade unions: emergence, goals, role, Structures, methods
- contemporary trade union Issues and strategy
- industrial Law and tribunals
- Dispute Resolution and compliance and enforcement
- work health and safety, workers compensation and return-to-work imperatives for enterprises

## 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
Case Study	800 words	20	N	Group	Y
Essay	1,500 words	30	N	Individual	Y
Final Exam	2 hours	50	Y	Individual	Y

Prescribed Texts

- Shaw, A, McPhail, R, and Ressler, S 2018, Employment Relations, Second Edition, South Melbourne: Cengage.
- Bray, M, Waring, P, Cooper, R and MacNeil, J 2018, Employment relations theory and practice, Fourth Edition, Sydney: McGraw-Hill

Teaching Periods

## WSU Online TRI-1 (2025)

### Wsu Online

**Online**

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View timetable ([https://classregistration.westernsydney.edu.au/odd/timetable/?subject\\_code=BUSM2014\\_25-OT1\\_OW\\_2#subjects](https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM2014_25-OT1_OW_2#subjects))

## Autumn (2025)

### Bankstown City

**On-site**

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View timetable ([https://classregistration.westernsydney.edu.au/odd/timetable/?subject\\_code=BUSM2014\\_25-AUT\\_BK\\_1#subjects](https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM2014_25-AUT_BK_1#subjects))

### Campbelltown

**On-site**

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View timetable ([https://classregistration.westernsydney.edu.au/odd/timetable/?subject\\_code=BUSM2014\\_25-AUT\\_CA\\_1#subjects](https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM2014_25-AUT_CA_1#subjects))

### Parramatta City - Macquarie St

**On-site**

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

View timetable ([https://classregistration.westernsydney.edu.au/odd/timetable/?subject\\_code=BUSM2014\\_25-AUT\\_PC\\_1#subjects](https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM2014_25-AUT_PC_1#subjects))

## WSU Online TRI-3 (2025)

### Wsu Online

#### Online

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

View timetable ([https://classregistration.westernsydney.edu.au/odd/timetable/?subject\\_code=BUSM2014\\_25-OT3\\_OW\\_2#subjects](https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=BUSM2014_25-OT3_OW_2#subjects))