

HCM535 Employment Law, Policy, and Ethics

Level: 5

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY JULY

Synopsis:

HCM535 Employment Law, Policy, and Ethics covers three critical and inter-related areas: employment law, manpower policy and industrial relations, and ethical issues associated with employment. The course will centre on Singapore's unique legal climate and tripartite system of industrial relations, familiarising students with key legislation such as the Employment Act, Industrial Relations Act, Retirement and Re-employment Act, and Trade Unions Act, as well as non-binding employment guidelines on numerous employment-related matters, such as the Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP) guidelines.

In the second half of the course, the focus widens to examine employment law and industrial relations practices elsewhere. The course concludes with coverage on human capital ethics, an often-neglected topic, which considers important moral issues, codes of conduct, and the concept of ethical leadership.

Topics:

- The Contract of Employment
- Obligations of the Employer and Employee
- Termination of the Contract of Employment
- Health and Safety at Work
- Tripartism and Industrial Relations
- Employment of Foreign Employees
- The Role of the State in Employment Relations
- Fair Consideration Framework
- Ethics in Human Capital Management
- Ethical Employment Practices
- Codes of Conduct in Human Capital Management
- Ethical Leadership
- Employment Laws, Policies and Practices in Other Countries

Textbooks:

Ashley Pinnington, Rob Macklin, and Tom Campbell: Human Resource Management: Ethics and Employment Oxford University Press
ISBN-13: 9780199203796

Oun Hean LOH: Industrial Relations Singapore Practice and Perspectives World Scientific
ISBN-13: 9789813230378

Learning Outcome:

- Discuss employment law, policy, and regulation in Singapore and the wider region.
- Appraise industrial relations in Singapore and the wider region.
- Evaluate ethical and moral issues in human capital management.
- Assess the compliance of human capital practices with prevailing employment laws.
- Contrast employment law and policy in different Asian nations.
- Recommend process and policy improvements for ethical and legally compliant human capital practices.

Assessment Strategies - Regular Semester (Evening Class):

Components	Description	Weightage Allocation (%)
Overall Continuous Assessment	PARTICIPATION 1	20
	GROUP BASED ASSIGNMENT 1	40
Overall Examinable Components	ECA	40
Total		100

*The information listed is subject to review and change.