

# Employment relations

with Professor Jason Heyes

## Talking points

### Knowledge & Comprehension

1. What do employment relations researchers mean by a 'labour market transition'?
2. Which group of people are Jason and his team focusing their research on, and why?
3. What are some of the problems that young people are facing today when trying to get good jobs?
4. What is casualisation, and why is it a problem?

### Application

5. Who are the different groups of people that Jason and his team are interviewing in their research? Why is it important that the team talks to these different groups of people to understand employment relations?
6. Why do you think that conflicts arise between employers and workers? What sources of conflict could there be?

### Synthesis

7. Stefanie says that it is important to make the participants feel comfortable sharing their stories when she interviews them. What type of questions would you ask to find out about someone's career path, and how would you do this in a way that makes them feel comfortable?

### Evaluation

8. Jason and Stefanie used both quantitative and qualitative methods in their research. What do you think are the pros and cons of each of these methods?

## Activity

Imagine you are employed at a company, and you are trying to negotiate with your manager to get a pay rise. Think about how you would convince your manager that you deserve to be paid more for the job you are doing. You should also think about why your company might be unwilling to give you a pay rise and how you could counter these arguments. You can do some research to see what common strategies are used or talk to adults you know about their experiences.

Share your ideas with the rest of your classmates so that you can learn from each other. In pairs, role play a scenario where one of you is an employee discussing your potential pay rise with your employer.

Swap roles, and then reflect on how each negotiation went.

- As an employee, how confident were you in explaining the value of the work you do?
- As an employer, how effective were you in asking your employee questions about their role and the work they are doing?

Where could both the employee and employer seek help from if either one felt the negotiation had not gone well?

## More resources

- Learn more about Jason's research through the project website: [transitionsofyoungworkers.sites.sheffield.ac.uk](http://transitionsofyoungworkers.sites.sheffield.ac.uk)
- Many organisations have information about employment relations and possible careers including:
  - Chartered Institute of Personnel and Development: [www.cipd.org/uk](http://www.cipd.org/uk)
  - International Labour Organisation: [www.ilo.org](http://www.ilo.org)
  - Trades Union Congress: [www.tuc.org.uk](http://www.tuc.org.uk)
  - Low Pay Commission: [www.gov.uk/government/organisations/low-pay-commission](http://www.gov.uk/government/organisations/low-pay-commission)
  - Advisory, Conciliation and Arbitration Service: [www.acas.org.uk](http://www.acas.org.uk)
  - European Foundation for the Improvement of Living and Working Conditions: [www.eurofound.europa.eu/en/home](http://www.eurofound.europa.eu/en/home)