DCE 5634 Employee, Organization and Community Relations
Semester 1 2013-2014

GROUP ASSIGNMENT

1. You are required to choose work on this assignment as a group – 2 persons per group.

2. Choose one Topic for each Assignment for your coursework assessment.

3. Your report can either be in English or Malay. Typed in 1.5 spacing Times New Roman font size 12. Maximum length of pages 15 pages (including reference). Format of writing should follow journal article format.

4. Please use the APA 5th Edition style or 6th Edition to write the references. Please refer to the following website www.calstatela.edu/library/guides/3apa.pdf or at library.uww.edu/GUIDES/APACITE.htm for the APA format guideline.

5. Your assignment will be evaluated based on its content + critical analysis, clarity, and organization.

6. Assignment due date:
   a. Assignment 1: Final Examination
   b. Assignment 2: Final Examination
   c. Assignment 3: Final Examination

Assignment 1

1. Discuss the old and the new approaches to industrial relations. Please support your views from literatures (books/journals).

2. Discuss and compare the three main approaches to industrial relations. Based on your view, which of these three approaches are the most relevant to the current industrial relations trend in Malaysia. Please support your view from literatures (books/journals).

3. Discuss the rights of employee (legal rights and beyond) in the workplace. Please support your views from literatures (books/journals).

4. Discuss why union membership has declined in recent years and the advantages and disadvantages of establishing an in-house union instead of a national union. Please give you view and support your views with relevant literatures. (books/journals).
Assignment 2

1. Discuss the phenomenon of employee cyber loafing and recommend ways for organizations to address this problem. You are required to critically evaluate at least 10 recent journals (2013-2006).

2. Discuss factors that may contribute to employee job performance and recommend ways to address employee non-performance problem. You are required to critically evaluate at least 10 recent journals (2013-2006).

3. Workplace bully is a form of harassment at workplace that has severe impact on company profits and well-being of employees and their performance. Workplace bullying has been regarded as a significant and complex issue that presents a challenge for organizations to manage. Please discuss the concept of workplace bully, types of workplace bully, the causes and its consequences as well as how workplace bully is measured in past research. You are required to critically evaluate at least 10 recent journals (2013-2006)

4. Sexual harassment is a serious issue that impacts the organization and employees at workplace. Discuss the meaning of sexual harassment, theories explaining the occurrence of sexual harassment at workplace, consequences of sexual harassment. Please support your views from literatures (books/journals). You are required to critically evaluate at least 10 recent journals (2013-2006)

5. Critically evaluate the concept of organizational justice, theories explaining organization justice, antecedence and consequence of organizational justice. You are required to critically evaluate at least 10 recent journals (2013-2006). You are required to critically evaluate at least 10 recent journals (2013-2006)

Assignment 3

1. Journal article review (at least 10 journals) to critically evaluate the psychological contract concept, how psychological contract differ from legal employment contract and theory explaining how psychological contract are formed.

2. Journal article review (at least 10 journals) to critically evaluate the antecedents and consequences of psychological contract breach.

3. Discuss the issues and challenges concerning return to work among cancer survivors by reviewing at least 10 journal articles.
4. There is a greater pressure for businesses to be more responsible towards the society. Discuss the concept of corporate social responsibility (CSR) and its importance in human resource development. Please support your views from literatures (books/journals).

5. Discuss the link between human resource practices/management or organizational factors on employee misconduct/deviance. You are required to critically evaluate at least 10 recent journals (2013-2006)

6. Discuss the phenomenon involving misconduct among law enforcement officers, what are its causes. You are required to critically evaluate at least 10 recent journals (2013-2006)

How to do a journal review.

1. The journals reviewed have to be recent journals (2006-2013) unless it is a classic article.
2. Read and understand the concepts, issues or theories discussed in all the journals.
3. Write the concept, issues or theories outlined in the journals
4. Discuss the concepts, issues or theories that you have reviewed