**Case Study: London underground and the on-going dispute with drivers over concerns regarding changes to safety procedures.**

**Introduction**

* Employment relationship and employee relations defined and linked.
* Context of case study, London Underground (LU) discussed mentioning size/business/location/unions/pluralist approach of employees and management.
* Outline of sections and how essay will progress.

**Stakeholders**

* Key stakeholders and their varying interests discussed. Analysis will focus around:
* Management and different styles that they may adopt. The style of LU management will be discussed. (Consultative, collectivism)
* Types of unions and their role in the employment relationship as well as the declining trend of unions within the UK. Emphasis will be made on the strength of the union presence in LU amongst drivers.

**Power, Control, Conflict**

* Power and control within the employment relationship and the inevitability of conflict. Link back to pluralism and its assumption of functional conflict. Introduce dysfunctional conflict. .
* Nature and origins of conflict, organised and unorganised conflict
* Brief discussion of where power lies between unions and management at LU and how the current conflict arose.

**Employee Voice (EV)**

* Importance of EV and communication before decision making
* Consultation/Employee Participation/Employee Involvement, management rationale for involvement/Partnership approach, Benefits (6 principles) and criticisms from various parties.

**Conflict resolution**

* Collective bargaining(CB): Substantive and procedural rules/the UK law for what management has to bargain for/Role of CB in widening the scope of bargaining/Structure of CB in UK (Company wide rather than industry)/Conjunctive and Co-operative types of bargaining, focussing on conjunctive as that is what’s present in the LU scenario/Negotiation (Factors influencing negotiation and types will be analysed)

**Conclusion**

* Summary of key arguments emerging from the essay including linkage to LU dispute.