

Title -Mock Question Time

Keywords - Employability

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Activity - A mock set up of the BBC television programme *Question Time* where students can ask the panel (leading industry figures) questions.

Group - Level 3 undergraduate students studying Employee Relations in the Hospitality Industry. Over 100 students.

Aim - This event is designed to highlight the controversy surrounding employee relations issues, the strength with which view points are held on these issues, and their applicability to the hospitality industry.

Context / Background - This event forms part of Employee Relations in the Hospitality Industry. This module encourages students to consider the nature of influences on the employment relationship. These include legislation (e.g. work regulation), trade unions, the media, human resource management practices (e.g. empowerment) and the high proportion of small firms. The issues discussed are often controversial and there are different views about their impact on the hospitality industry employment relationship. The event takes place at the end of term, by which time the students should have developed a good understanding of the key issues.

Example - The format is based on the BBC television programme *Question Time*. A group of four high profile industry practitioners act as the Question Time panel and students and staff form the audience. Students are requested to submit questions prior to the event so that the nature of the panel discussion can be more easily controlled. Panelists are carefully chosen to ensure that they have opposing views and that they are confident and articulate enough to enter into debate. At the latest event the panel consisted of an ex-CEO (Chief Executive Officer) of a national hotel chain, a high profile entrepreneur, the head of the Hotel and Catering Workers Union (GMB) and a General Manager of a prominent London hotel.

Results / Feedback - The feedback from the students has been extremely positive. The event seemed to help them make the connection between theoretical concepts and industry application. It was also felt to be very entertaining and therefore influenced their perception of the subject area.

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