

## **Course Details:**

**Course Title:** Employee Relations

**Course Code:** HRM-414      **Pre-Req:** HRM-342

**Credit Hours:** 03

## **Course Description:**

The course mainly focuses on the issues related to the nature of the employment relationship, whether it is characterized by conflict or consensus, the significance of perspective and the relevance of expectations, and interests and the notion of a psychological contract. The course will also explore the role of management, employees and trade unions in the context of employment relationships. The labor and contract law of Pakistan will be discussed in relation to the hiring, wages, and termination of the employees. The course not only discusses the major theories of employment relation but also look at the practical aspects through case studies and real-life examples from Pakistan's environment.

## **Course Learning Outcomes:**

At the end of this course, students will be familiar with:

1. **CLO-1 Demonstrate** an understanding of themes, practices, and perspectives of employment relations within organizations.
2. **CLO-2 Develop** an understanding of various organizational cultures and their implications for employee relations.
3. **CLO-3 Develop** employee relation strategies to improve collaboration at the workplace.
4. **CLO-4 Compare** alternative approaches to conflict resolution.
5. **CLO-5 Demonstrate** effective interpersonal skills while participating in group

## **Required Course Material:**

### **Textbook (s):**

- Industrial and Employee Relations: A 21st Century Approach, (2022) by Hassan Elan Mansaray
- Employee Relation, John Gennard and Graham Judge, Latest available edition
- Employee Relations: Understanding the employment relationship, Lewis, Thornhill, Saunders, Latest available edition
- Employee Relations: A Practical Introduction. 3<sup>rd</sup> Edition by Elizabeth Aylott (2018).
- The Art of Employee Relations: Overcoming Fears of Addressing Employee Issues. Deborrah A Tullos (2020).

### **Other Material:**

*Note: Students are encouraged to read widely. In this course, more than any other, you need to learn how to find your own sources in addition to the references provided in the course outline.*

## **Weekly Schedule:**

Week	Topic	Preparation Material	Aligned CLO
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<b>1</b>	Introduction to the Subject		
<b>1</b>	Employee Relations and the Employment Relationship: An overview and History Psychological contract Conflict and Bargaining Power The Industrial Relations System Introduction to Employee Relations and different aspects of Employment and Industrial Relations	Chapter 1-  Reading: They're Not Employees, They're People Peter F. Drucker (HBSP)	CLO # 1
<b>2</b>	Continued.... Employee Relations and the Employment Relationship: An overview and History Psychological contract Conflict and Bargaining Power The Industrial Relations System Historical Overview and Emergence of various ideologies	Chapter 1	CLO # 1
<b>3</b>	Globalization, Multinational Corporations and Employee Relations Globalization and the internationalization of business Multinational corporations and locational determinants  Assignment 1	Chapter 2  Reading: Changing Perspectives of Employment Relations in the Globalized World: a Critical Review: Indranil Bose and R.K. Mudgal	CLO # 1 &2
<b>4</b>	Continued: Globalization, Multinational Corporations and Employee Relations International Trade Union Organization and International regulation and control of MNCs activities	Chapter 2	CLO # 1&2
<b>4</b>	The Role of Government Ideologies and political approaches Government and the economy Government as legislator and the legal context Government as employer Quiz 1	Chapter 3	CLO # 2 &4
<b>5</b>	Demography, Labour Force and Market Characteristics and Trends Demography & Labor force participation and its determining factors Part-time employment Unemployment Employment by sector force participation	Chapter 3 Reading: Pakistan Labor Force Survey-2020-2021 Thirty Sixth Round. Government of Pakistan Ministry of Planning, Development & Special Initiatives Pakistan Bureau of Statistics	CLO # 3
<b>6</b>	Trade Union and other Employee relations institutions Why trade unions and why do people join? Trade union structure Trade union recognition Challenges and responses  Assignment 2	Chapter 4  Reading Why Can't Organizations Engage Their Employees? by James Heskett	CLO # 3,4 & 5

		(HBSWK)	
7	Continued: Trade Union and other Employee relations institutions Internal government and democracy Trade union challenges and responses		CLO # 3,4 & 5
8	Employee involvement Revision Class, Why involve employees? Involvement and participation practices Quiz 2		CLO # 3 & 5
9	<b>MID SEMESTER EXAM WEEK</b>		
10	Other employee relations processes Introduction, Collective bargaining, partnerships, industrial actions, mechanism for resolving conflicts	Chapter 5	CLO # 4
11	Negotiating (including bargaining) Purpose of negotiations, types of negotiation situations, stages in the negotiation process Assignment 3	Chapter 5	CLO # 4
12	Employee performance and behavior Efficiency and Disciplinary Rules, Conduct and Procedures  Quiz 3	Chapter 6	CLO # 1,3 & 4
13	Managing employee grievances The issues related to grievance sand resolving grievances	Chapter 6	CLO # 4 & 5
14	Managing redundancies Managing Redundancies and Change. Exit interviews When, how and by whom Format and content Analysis and findings Exit interview sample  Project Submission	Chapter 7	CLO # 3 & 5
15	Presentations		
16	Presentations		
17	<b>BUFFER WEEK</b>		
18	<b>END SEMESTER EXAM WEEK</b>		