

HCM521 Industrial Relations from the Insider Perspective

Level: 5

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY JAN

Synopsis:

HCM521, Industrial Relations from the Insider Perspective, provides a practitioner's perspective on how employer-employee relations in Singapore are affected by worker/management organizations, the government and other environmental factors. These factors substantially affect relations at the workplace and an understanding of their impact is essential for optimizing the management of human capital. As human capital become increasingly critical in sustaining an organization's competitiveness, this course is important not just for those interested in a career as HCM/industrial relations specialists but also for other managers.

Topics:

- The study of industrial relations
- The changing nature of work and employment
- Evolution of the Singapore industrial relations system
- Movers, shakers, parties, and institutions
- The practice of tripartism
- Industrial relations climate
- Bargaining structures and processes
- Pay determination and workplace relations
- Employee participation, partnership and involvement
- Collective disputes and their resolution
- Discipline and grievance handling
- Handling discrimination, unfair dismissal, redundancy
- Productivity and skills promotion
- Dealing with organizational restructuring
- Employment relations in non-union firms
- Employment relations in small firms
- Future challenges and opportunities

Textbooks:

Ghee Soon LIM et al.: The Labor Relations Process (2nd Edition) 2 Cengage
ISBN-13: 9789814806411

Ghee Soon LIM et al.: The Labor Relations Process (2nd Edition) 2 Cengage
ISBN-13: 9789814806411-AA

Learning Outcome:

- Examine the key features of the Singapore industrial relations system
- Assess the role of government in shaping the contours of industrial relations
- Discuss various approaches to the study of industrial relations
- Analyse the policy options available to enterprises and trade unions
- Appraise harmonious workplace and tripartite relations
- Prepare compliance with relevant laws and regulations
- Evaluate current issues and trends in industrial relations

Assessment Strategies:

Continuous Assessment Component	Weightage (%)
TUTOR-MARKED ASSIGNMENT	20
GROUP BASED ASSIGNMENT	30
Sub-Total	50

Examinable Component	Weightage (%)
ECA	50
Sub-Total	50

Weightage Total **100**