

HRM255 Tripartite Relations in Singapore

Level: 2

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY JULY

Synopsis:

HRM255 Tripartite Relations in Singapore is aimed at equipping students with a firm appreciation of the workings of tripartite relations in Singapore, to enable them to work effectively with the unions, management, and the government. The course addresses the skills and knowledge required to promote harmonious tripartite relations in Singapore's industrial relations system. It covers the necessary steps required for collective bargaining processes. Students will also be introduced to industrial relations systems and practices in other countries.

Topics:

- Development of Industrial Relations (IR) in Singapore
- The legislative framework
- Roles of the union movement in promoting industrial harmony
- Development of tripartism – its key features and how it works for Singapore
- Industrial relations systems and practices outside Singapore
- Tripartite code of good industrial relations practice
- Roles of the tripartite partners
- Promotion of good IR practices
- Collective bargaining, conciliation and arbitration process
- Preparing for union-management negotiations
- Sources of conflicts in negotiation
- Documentation of agreement
- Negotiation tactics and strategies
- Certification of Collective Agreement (CA)
- Roles of branch union officials and HR practitioners in implementing the CA

Learning Outcome:

- Explain the development of industrial relations in Singapore
- Discuss the role of the trade union movement in promoting industry harmony
- Interpret the legal frameworks, structures, key legislations and tripartite approaches to employment relations
- Appraise conflicts within the organization
- Contrast Singapore's industrial relations system and practices with other countries

Assessment Strategies:

Continuous Assessment Component	Weightage (%)
TUTOR-MARKED ASSIGNMENT	40
PRESENTATION	40
ORAL EXAM	20
Sub-Total	100

Examinable Component	Weightage (%)
Sub-Total	

Weightage Total **100**