



EMPLOYEE RELATIONS

Employee Relations Employee Relations

Edwin Osea Nyaencha



Employee Relations Employee Relations:

Employee Relations John Gennard, Graham Judge, 2005 Written by the Chief Examiner and Associate Examiner for employee relations for the CIPD the new edition of this best selling text has been written specifically to cater for the CIPD s Employee Relations elective Offering a highly practical and accessible overview of the impact of the economic corporate and legal environment on employee relations it is also suitable for students taking an employee industrial relations module on an HR or business degree programme at undergraduate or postgraduate level TARGETED AT Students studying CIPD Professional Qualifications and undergraduate and post graduate students on employee relations modules on business and HRM courses

Employee Relations Management Singh, P. N., Kumar, Neeraj, 2011-01-10 The introduction of the new economic policy in 1991 had a significant bearing on industrial relations Globally the focus is gradually shifting from traditional industrial relations characterized by conflict resolution to employee relations management *Employee Relations* Philip Lewis, Adrian Thornhill, Mark Saunders, 2003 This exciting new text is different from many of the employee relations textbooks currently available because it takes as its central theme the employment relationship between the employer and the employee This reflects one of the major changes in employee relations over recent years the increasing extent to which the individual relationship each of us has with our employer is central in shaping our working lives

Industrial Relations to Human Resources and Beyond Bruce E. Kaufman, Richard A. Beaumont, Roy B. Helfgott, 2003 Table of contents *Employee Relations* Philip Lewis, 2003 **Employee Relations** Elizabeth Aylott, 2018-08-03 Fostering positive relationships between employers and employees is crucial to ensure employee commitment and engagement as well as overall business performance Employee Relations is a practical guide to the principles and practice of employee relations in the workplace Covering the key areas such as conflict and dispute resolution dismissal and redundancies rights and ethics it equips you with the skills and knowledge you need to plan implement and assess employee relations in any type of organization Practical diagnostic tools and a variety of real life examples from organizations including Amazon HSBC and the UK Police Force are found throughout This fully revised second edition of Employee Relations features new material on the gig economy the virtual workplace and recent legislation changes and is more closely linked to the CIPD professions map New online supporting resources include a series of templates questionnaires and further tools to help evaluate and support the development of an effective employee relations strategy HR Fundamentals is a series of succinct practical guides for students and those in the early stages of their HR careers They are endorsed by the Chartered Institute of Personnel and Development CIPD the UK professional body for HR and people development which has over 145 000 members worldwide

Employee Relations in Context David Farnham, 2000 This volume analyses the issues surrounding employment today and explores the challenges that lie at the heart of the workplace This second edition has been thoroughly revised and updated

Employee Relations Edwin Osea Nyaencha, 2014 The Dynamics of Employee Relations Paul Blyton, Peter J.

Turnbull,1994 This text takes a critical approach to both contemporary issues and trends and to the core areas and concepts of employee relations Case studies from a diversity of settings are integrated into the text which is based on extensive research and teaching experience Employer-employee Relations Wayne Leslie McNaughton,1946 *Contemporary Issues in Employment Relations* David Lewin,2006 Provides a new thematic treatment of key employment relations issues Includes collective bargaining worker disability the return to work alternative dispute resolution managerial misclassification and violations of overtime law new developments in performance based pay and retirement from work and managing one s own money **Employee Relationship** Ankita Verma,2013-08-10 Employee Relations An organization can t perform only with the help of chairs tables fans or other non living entities It needs human beings who work together and perform to achieve the goals and objectives of the organization The human beings working together towards a common goal at a common place organization are called employees In fact the employees are the major assets of an organization The success and failure of any organization is directly proportional to the labor put by each and every employee The employees must share a good rapport with each other and strive hard to realize the goal of the organization They should complement each other and work together as a single unit For the employees the organization must come first and all their personal interests should take a back seat Every individual shares a certain relationship with his colleagues at the workplace The relationship is either warm so so or bad The relationship can be between anyone in the organization between co workers between an employee and his superior between two members in the management and so on It is important that the employees share a healthy relationship with each other to deliver their best performances An individual spends his maximum time at the workplace and his fellow workers are the ones with whom he spends the maximum hours in a day No way can he afford to fight with his colleagues Conflicts and misunderstandings only add to tensions and in turn decrease the productivity of the individual One needs to discuss so many things at work and needs the advice and suggestions of all to reach to a solution which would benefit the individual as well as the organization No individual can work alone He needs the support and guidance of his fellow workers to come out with a brilliant idea and deliver his level best Employee relations refer to the relationship shared among the employees in an organization The employees must be comfortable with each other for a healthy environment at work It is the prime duty of the superiors and team leaders to discourage conflicts in the team and encourage a healthy relationship among employees Life is really short and it is important that one enjoys each and every moment of it Remember in an organization you are paid for your hard work and not for cribbing or fighting with each other Don t assume that the person sitting next to you is your enemy or will do any harm to you Who says you can t make friends at work in fact one can make the best of friends in the office There is so much more to life than fighting with each other Observation says that a healthy relation among the employees goes a long way in motivating the employees and increasing their confidence and morale One starts enjoying his office and does not take his work as a burden He feels charged and fresh

the whole day and takes each day at work as a new challenge If you have a good relation with your team members you feel going to office daily Employee relations generally deal with avoiding and resolving issues concerning individuals which might arise out of or influence the work scenario Strong employee relation depends upon healthy and safe work environment cent percent involvement and commitment of all employees incentives for employee motivation and effective communication system in the organization *The Manager's Pocket Guide to Employee Relations* Terry L. Fitzwater,1999 This pocket guide is an ideal primer for new supervisors or management candidates It introduces tools and techniques for empowering building trust communicating effectively coaching motivating and using participative management techniques **Employee Relations Management** P. N. Singh,2011 Employee Relations Chris Brewster,1989 Employee Relations is a straightforward and readable explanation of the relationships between managers and employees Ideal for use on Institute of Industrial Management Institute of Personnel Management and NEBSS courses and for all practising managers who carry employee responsibilities *People Matter Most* Mason Duchatschek,Jason Greer,Ken Lynch,2015-07-15 EXPERTS SAY This book is full of closely guarded secrets that union organizers and high priced attorneys keep to themselves Gene R Perry SPHR VP Human Resources Bunzl Distribution LLC A behind the scenes look at what can happen to employers who fail to take GREAT care of their employees Kathy Joslin SVP of Human Resources Marketing Bethesda Health Group Inc Provides every manager or business owner with practical real world insights that can be used to earn and keep employee trust Dr Amy Alfermann Leadership and Organization Effectiveness Consultant Ameren THIS BOOK WAS WRITTEN TO HELP YOU Recognize and counteract union dirty tricks negotiation and intimidation tactics Unlock the secret powers of respect and trust to build a happy and loyal workforce Build a virtual force field around your employees to protect against union organizing attempts negative media coverage and employment related lawsuits Learn how to use employment assessment psychometric tests and pre employment testing strategies to maximize the discretionary effort of your employees and get more accomplished without adding staff Identify and eliminate the causes of friction between ownership HR management and labor Learn how to select develop and retain a loyal workforce Minimize unnecessary conflict and drama in the workplace before it kills productivity Understand relationships between the National Labor Relations Act NLRA the National Labor Relations Board NLRB union organizers human resource departments and other key management responsibilities related to the collective bargaining process **Exploring Employee Relations** Mike Leat,2001 Exploring Employee Relations provides students without previous knowledge of the subject with a good grounding in the theory and practice of employee relations The practical business element is combined with academic underpinning in a student friendly style emphasising the real life nature of the subject matter and using learning features such as Objectives Examples and Case Studies Review and Discussion Questions Chapter Summaries Straightforward and accessible Exploring Employee Relations is aimed at students who are taking the subject for the first time The structure is clear and logical leading the newcomer

through the topics in a way to maximise comprehension Key issues are highlighted and supported by a small case or example from business Chapters are structured to enable progressive learning with a logical development of the content Each chapter ends with a summary of the key points met in the text and these are further reinforced by review and discussion questions with answers and feedback on the activities included at the end of the book The chapters are grouped thematically into parts and longer case studies are included that are suitable for assignment and seminar work The text is accompanied by a lecturer s handbook Straightforward and accessible style Includes case studies and discussion questions ideal for assignment and seminar work Key issues are highlighted by real life examples and case studies from business The Federal Labor-management and Employee Relations Consultant ,1984 **Employee Relations Bibliography** Terrence N. Tice,1978 **Employee Relations Audits** C. Jennings,W. E. J. McCarthy,R. Undy,2017-06-26 This book first published in 1990 is a practical manual which presents guidance on how to carry out and evaluate an employee relations audit This title also provides audits for five key areas of employee relations including communication and consultation equality of opportunity and disciplinary matters This book should be of interest to lecturers post graduate students and practitioners of management personnel employee relations and industrial relations

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