# Employee Relations Management

## Week 1: ERM: An Introduction

Learning Outcomes:

- Distinguish between common sense definition of industrial relations and the theoretically informed definition of employment relations
- Explain the nature of the open ended and indeterminate nature of the employment relationship.
- 3. Define rules and their role in the employment relationship.

References: Bray et al (2014) Chapter 1.

## Chapter One: What is employment relations?

These issues of 'efficiency' and 'equity'—the contributions of employment relations to the effectiveness of workplaces and even the national economy on the one hand, and the consequences of changing employment relations for employees on the other— are central themes in recent national policy debates, in strategic deliberations in company boardrooms, and in everyday discussions in workplace lunchrooms, around kitchen tables and at barbecues.

The efficiency- equity theme at the company level regularly arises as owners and managers confront the pressures of competitive product markets by reducing labour costs. On a more mundane but equally important level, many of the decisions of courts and tribunals— involving situations such as employees being kept at work with nothing to do in order to avoid making redundancy payments, or businesses paying compensation to employees who are subject to discrimination— are published by popular television programs and become hot topics of discussion in forums far beyond the workplaces involved.

# **Employment Relationship Abe Study Manual**

**Karin Nielsen-Saines** 

## **Employment Relationship Abe Study Manual:**

**Resources in Education** ,2001 Adult Basic Education William S. Griffith, Ann P. Hayes, 1970 Research in Education ,1974 Manual (containing Course of Study) Elson Third-fourth Grade Reader William Harris Elson, 1914 **Resources in Education**, 1996 Current Index to Journals in Education ,1997 Standard Catalog H.W. Wilson Company, 1919 Demonstration, Developmental and Research Project for Programs, Materials, Facilities and Educational Technology for Undereducated Adults ,1970 Lifelong Learning ,1981 State Plan, Colorado Adult **Basic Education FY '90-93** .1992 Standard Catalog: Biography Section H.W. Wilson Company, 1919 Adult Basic Education National Teacher Training Study: Survey of needs University of Missouri-Kansas City. School of Education, 1972 Materials & Methods in Adult Education Chester Klevins, 1972 **Annual Report** Appalachian Adult Education Center (Morehead State University), 1974 Adult Leadership ,1972 The Cumulative Book Index ,1928 A world list of books in the English language Standard Catalog for Public Libraries Minnie Earl Sears, 1927 North Carolina Libraries ,1986 Illinois Libraries, 1985 Includes proceedings of the Illinois Library Association **Government Reports** Announcements & Index ,1994

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