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.

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Xiang Xie

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The Enigmatic Realm of Employment Relationship Abe Study Manual: Unleashing the Language is Inner Magic

In a fast-paced digital era where connections and knowledge intertwine, the enigmatic realm of language reveals its inherent magic. Its capacity to stir emotions, ignite contemplation, and catalyze profound transformations is nothing in short supply of extraordinary. Within the captivating pages of **Employment Relationship Abe Study Manual** a literary masterpiece penned by a renowned author, readers attempt a transformative journey, unlocking the secrets and untapped potential embedded within each word. In this evaluation, we shall explore the book is core themes, assess its distinct writing style, and delve into its lasting impact on the hearts and minds of those that partake in its reading experience.

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