

employment relations

Employment Relations

Chapter 1

Key Concepts

Concept and Evolution of ER

- ER encompasses the study of interactions between employers and employees, evolving from traditional industrial relations marked by the rise of industrialism and mass production.
- From industrial relations to employment relations:
 - **Labour Relations** is the discipline that includes such different topics as collective bargaining, collective agreements, administration and grievance settlement, wage determination, fringe benefits, employers' organisations, and trade unions, labour pool/workforce ("manpower"), human resource management, minimum working standards, industrial health and safety, the quality of working life, State labour policy, industrial conflict,
- **Industrial Relations** refer to the relationship between employers and employees, encompassing employment contracts, workplace disputes, and the dynamics of the work environment.
- **Human Resource Management**-A strategic approach to managing employees, including recruitment, training, and performance management.
- **Employee relations** involve cultivating positive and productive relationships in the workplace, promoting open communication, conflict resolution, and grievance resolution.

Employment Relations Study Manual

N Colangelo



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