

# Employee Relations Management

## **Week 1: ERM: An Introduction**

### *Learning Outcomes:*

1. Distinguish between common sense definition of industrial relations and the theoretically informed definition of employment relations
2. 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

**Michael Rajnik**



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