

HRM231e Employment Law and Industrial Relations

Level: 2

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY SEMESTER

E-Learning: BLENDED - Learning is done MAINLY online using interactive study materials in Canvas. Students receive guidance and support from online instructors via discussion forums and emails. This is supplemented with SOME face-to-face sessions. If the course has an exam component, this will be administered on-campus.

Synopsis:

HRM231 provides an introduction of Singapore's employment laws that relate to the employer-employee relationship and the tripartite system of employment relations. The course examines employment issues within the context of Singapore's legal framework, the concepts and practices of good employee labour relations, collective bargaining, mediation and arbitration.

Topics:

- Overview of employment laws and legal issues in Singapore
- The Employment Act
- The Industrial Relations Act
- The Trade Unions Act
- The Retirement Age Act
- Workmen's Compensation Act
- Employment of Foreign Workers Act
- Health and safety in the workplace
- Equal opportunities, gender issues
- The tripartite system of employment relations
- Collective bargaining, collective agreement
- To be Regional employment law and industrial relations

Textbooks:

Ghee Soon LIM et al.: The Labor Relations Process (2nd Edition) 2 Cengage
ISBN-13: 9789814806411

Learning Outcome:

- Describe the key principles of Singapore's legal employment framework
- Discuss the statutory employment laws in Singapore
- Explain how legislation has been used to improve labour standards for workers
- Illustrate how the legal employment framework is used to resolve employer-employee concerns and disputes
- Demonstrate the role of the Ministry of Manpower in labour market policies
- Analyse how the practice of tripartism in Singapore affects employment relations

Assessment Strategies (Evening Class):

Components	Description	Weightage Allocation (%)
Overall Continuous Assessment	PRE-CLASS QUIZ 1	2
	PRE-CLASS QUIZ 2	3
	GROUP BASED ASSIGNMENT 1	45
Overall Examinable Components	Written Exam	50
Total		100