

# HRM259 Managing Industrial Relations Processes

**Level:** 2

**Credit Units:** 5 Credit Units

**Language:** ENGLISH

**Presentation Pattern:** EVERY JULY

## Synopsis:

HRM259 Managing Industrial Relations Processes is aimed at equipping students with an appreciation of the workings of tripartite relations in Singapore. This course addresses the skills and knowledge to support industrial relations activities. It provides a broad perspective of industrial relations in Singapore, providing students with a clear understanding of the role of each tripartite partner as well as key activities relating to effective labour-management relations. Students will also gain an important overall view of the collective bargaining process.

## Topics:

- Industrial relations practices
- Tripartism
- Legal framework governing the practice of industrial relations in Singapore
- Trade unions in Singapore, their development and role in nation building
- Employers federations in Singapore, their development and role in nation building
- The role of the State as a regulator and biggest employer
- Labour-management relations: models and practices
- Fair Consideration Framework and fair employment practices
- Code of Industrial Relations Practices
- Collective bargaining processes and legal framework
- Wage system and restructuring
- Grievance handling, dispute resolution and negotiation in organisations

## Learning Outcome:

- Discuss the role of tripartism in promoting industrial harmony.
- Examine industrial relations initiatives and collective bargaining processes.
- Assess the effectiveness of industrial relations/HRM policies and practices.
- Explain the legal framework and structures governing industrial relations in Singapore.
- Contrast Singapore's industrial relations approaches and practices with other countries.
- Apply the knowledge and concepts taught in class to the student's work setting.
- Debate the rationale for different industrial relations policies/practices at both national and workplace levels.

## Assessment Strategies - Regular Semester (Evening Class):

Components	Description	Weightage Allocation (%)
Overall Continuous Assessment	TUTOR-MARKED ASSIGNMENT 1	40
	PRESENTATION 1	40

Overall Continuous Assessment	ORAL EXAM 1	20
<b>Total</b>		<b>100</b>

\*The information listed is subject to review and change.