



Journal of Research in International Business and Management (ISSN: 2251-0028)
Vol. 8(1) pp. 01-2, August, 2021
Available online @ <https://www.interestjournals.org/research-international-business-management.html>
DOI: 7.2251/jribm.2021.08.005
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Perspective

Labor management relations and human resource managers

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Abstract

Employee relations may make or break the atmosphere in the workplace, as well as your company's performance. The recommended practises we discussed in this post will greatly assist you in establishing a successful ER in your company. HR managers have a crucial role in improving worker relations. Open communication, rallying your team behind your goal, investing in your people, and recognising and appreciating your employees are all good practises.

Keywords: Work place, organisation culture, labour relations, HR consultant, employees satisfaction.

INTRODUCTION

“Labor relations” is used to describe the process of making choices in organisations between employers and employees, management and unions. Wages, working conditions, hours of work, workplace safety, security, and complaints are all addressed in the decisions made. Why is Human Resource Management such an important topic?

Labor-management interactions are the most difficult set of relationships to manage for any HR manager. HR Managers benefit from good labour relations management because it allows them to create a harmonious atmosphere inside the business, which helps the firm achieve its goals and objectives more successfully. Labor relations that are well-managed provide the company a competitive edge by avoiding the headaches that come with labour or union-related difficulties and conflicts Skinner (1981) and Paul (2014). With rising competition and the need to meet a company's strategic goals, it's become more important than ever for a company to have effective and trustworthy labour relations support. The company might hire an HR Consulting Firm to help them with this Employee & Labor Relations.

According to the needs of the company, an HR Consulting Firm will address one or more of the following elements of labour relations:

Legal/statutory compliances

A business may hire an HR Consultant to ensure that it meets all legal obligations in accordance with the country's

current labour regulations. This is especially crucial for a firm that has expanded its operations to other countries, necessitating changes in the legal codes. A proper legislative compliance eliminates unwanted legal difficulties and related cost strain.

Labor relations management

Workplace conflicts and deteriorating relationships have a negative influence on the organization's overall productivity. Aside from rising legal expenses, such a circumstance contributes to the creation of a distrustful environment among workers and lowers their motivation levels.

Trade/Labor union dealing and avoidance

An HR Consultant helps with strike and lockout situations by acting as a mediator between labour and management and helping to collective bargaining. Additionally, by acting pro-actively, an HR Consultant may assist in the prevention of such unions in the workplace.

Labor grievance management

The use of professionally led mediations to address grievances is a welcome alternative to going straight to arbitration. This aids in reaching a mutually agreeable conclusion, avoiding unfavourable disputes and the costly litigation process. Furthermore, addressing grievances through techniques such as HR Consultant mediations helps to maintain the business's reputation as a responsible and employee-oriented organisation Juneja (2020).

HR Consultants take an unbiased approach to establishing a clear and effective communication channel between the parties involved, as well as providing useful insights when necessary, in order to arrive at an agreeable and suitable solution to the situation. This type of activity also aids in the development of a healthy labour relations climate inside the company Bercu and Voda (2017).

SUMMARY

We addressed labor-management interactions in light of the organization's needs. Finding a balance between safeguarding rights and boosting competitiveness in their organisations, as well as making their employers more productive, is a major goal for policymakers, who use a range of regulatory tools to achieve this goal. Wage levels, collective bargaining, employee representation, safety and security standards, working hours, and contracts are all critical factors to consider. All of this has an influence on labour market flexibility and policy. Employees feel

satisfaction in being able to complete tasks efficiently and are more likely to perform a better job, resulting in increased workplace participation and involvement.

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