

AT CROSSROADS IN YOUR CAREER?

## TRANSFORM YOUR CAREER WITH IBA ADVANTAGE

South Asia's Premier Business School

**Dream. Learn. Discover.**

# Human Resource Management



## MANAGING EMPLOYEE RELATIONS

### COURSE DESCRIPTION:

This course covers key aspects of employment relations relationship comprising of parties, substance, structure & operations of an organization which includes such as industrial relations, working with union/groups, CBA negotiations and conflict resolution, formulation of policies within Legal framework their implementation and feedback to the management, managing discipline at all levels, compliance with the policies & Rules regulations. Taking corrective actions through Disciplinary process in line with the prevailing laws. This is very important area and plays key role in success and failure of organizations. Employees' relationship management has strategic importance.

### COURSE CONTENT:

- Introduction to employee relations strategy. Strategies and policies.
- Industrial relations management and Role of CBA in the local context.
- Standing Orders Ordinance 1968, EOBI, SESSI, IRO brief description
- Strategy and policies - equal opportunity, family & work relationships (work life balance and promote the absence of discrimination and/or harassment).
- Risk management strategies - withdrawal of labor Strike and other potential outcomes of disputes.
- Comparing employment relations in developed economies e.g. US, the Europe, Emerging economies e.g. BRICS
- Benchmarking the best result yielding practices in local conditions
- Employee relations in talent or skill dominated organizations
- Education, learning & development (L&D) and communication plans

## LEARNING OUTCOMES:

- Relate with the people coming from a wide range of social, cultural and ethnic backgrounds and physical and mental abilities, and moral and social paradigms
- Analyze employment relations systems in terms of its operations, structure and effectiveness.
- Acquire skills for communication ensuring uniformity and transparency relevant to groups or individuals

### Obtain knowledge of:

- managing human resource planning and developing HR asset.
- employment relations systems
- knowledge of industrial relations in different countries and their advantages, disadvantages and relevance to local contexts
- human resource specialist assistance available for legal and people management aspects
- organizational plans and objectives (strategic, tactical and operational)
- organizational support services for employees (external and internal)
- performance measurement systems utilized within the organization
- Basic Labor Laws EOBI, SESSI, Standing Orders 1968, IRO etc.
- Conducting Domestic Inquiries

## ELIGIBILITY:

- 16 Years education with three year's post qualification work experience
- 14 years education with six year's post qualification work experience
- In any subject from HEC recognized university

## SCHEDULE:

Total 12 classes (3 hour each week) on weekends from 29th August 2015 to 20th December 2015

## FEES:

PKR 40,000/participant

Includes Mid-Terms & Final Exams, 3 Credits & IBA Certificate (Does not include Course Material)

## FOR REGISTRATIONS:

Center for Executive Education  
Institute of Business Administration  
City Campus, Garden/Kayani Shaheed Road, Karachi

Tel: (021) 38104701 (Ext: 1807, 1809,1804)

Fax: 021-38103008

Email: [ceeinfo@iba.edu.pk](mailto:ceeinfo@iba.edu.pk)

Web: <http://hm.iba.edu.pk/>