FEEDBACK TUTORIAL LETTER

2nd SEMESTER 2019

ASSIGNMENT 1

INDUSTRIAL RELATIONS

IRL712S
Dear Student,

I wish to take this opportunity to thank all the students who submitted their assignments on time.

This assignment covered fairly elements of each chapter in your study guide. The case that was provided covered almost all areas of the elements of the employment relationship including the approach, role of the employer, employees (union) and that of the state (third party to the relationship – labour commissioner’s office).

What was also disappointing was that, student do not know how to formulate a table of contents, provide introduction, conclusions and also give references (most of your works constituted plagiarism. Plea avoid this practice as some students could face a charge on plagiarism in the future and could lead to you being expelled from school.

I would like briefly to explain what was required from the students as far as the case was concerned.

**Introduction**

The concept of Collective Bargaining is not a new one. A brief recollection from your previous learning (Labour Law 1 A and B should have highlighted a few tips to you already.

In fact, Collective Bargaining is the centre of Industrial Relationship, especially when it comes to conflict handling, negotiations and dispute settlement.

**Theoretical Framework**

The requirements of the assignment was based from a case you were provided with, which has a lot of literature support, your study guides, prescribed text book and mostly in many articles written by other researchers. Some of this articles were readily available in the library and online.
What you were expected to attempt answering questions from the case. I have attempted using some of the student great answers to illustrate great understanding of the work. But answers are brief.

1. Briefly explain what the organisation O&L is and what type of industrial approach O&L uses. (10)

   It should not have been hard to see that O&L uses a mixed approach of both unilateral approach as well as pluralistic approach. Almost in all the communication in the case, it highlights how O&L engage all employee and the union in most of decision-making.

   At O&L Union co-operate with the management and the management’s right to manage is accepted because there is no ‘we-they’ feeling. They have arrived at mutual understanding that workers interest should be tightly bonded with the company’s development and that neither interest can be ignored. The underlying assumption is that everyone benefits when the focus is on common interest and promotion of harmony. Conflict in the form of strikes is not only regarded as unnecessary but destructive.

   In case there is a dispute at O&L between management and employees the Union intervenes immediately and communicate with those involve to solve the problem internal. The relationship between management and the Union is so friendly that the Union often organize various activities for workers and provide safety and legal training sessions to improve workers legal awareness.

2. Within the case, find and discuss the nature of relationships in and between different organisational levels regarding industrial relations. (15)

   In this section of questions, you were requested to highlight as per case, what the role of the following structures (level) play in this industrial relationship:

   a) The Union,
   b) Management,
   c) Employees,
   d) Labour Dispute Mediation Committee (LDMC), and
   e) The State.

3. In your opinion, how has O&L maintained labour disputes over the years, successful or unsuccessful, and why? Refer the matters to the case. (15)

   O&L has managed to maintain a good labour relations successfully over the years. On its records, there are only two cases, one with compensation and the other on injury on duty. The organisation has tried its best to handle all matters of labour internally and outside court.
Besides all that, there are also structures that exist in the O&L; the labour relations section in the HR Department and a deployed specialized candidate in every workstation or unit, and the LDMC.

All these answers briefly explained are all in the case...

4. Assess the relationship between Employees, Unions and Employer (O&L). (20)

Besides what is covered in the case, literature informs you of a lot of background on what the role of each party should be. Although many of you relied on literature, you should have at least leaned towards the case and support your arguments from that perspective.

5. Offer suggestions for improvement of industrial relations in O&L. (10)

There are no right and wrong answers here but you were expected to relate your recommendations relevant to the case. As much as O&L depicts itself to be an ideal employer, there is always room to improve. i.e. policies, training, establish employee forums and so forth..

6. Offer suggestion by assessing the industrial democracy. (20)

Many of you lost point here, because you just gave a few 3 to 4 small paragraph but yet expected to score marks. It should not have been the case. Industrial democracy is a very huge topic to discuss.

You should have cover elements such as: Power division, negotiations, collective agreements, recognition, industrial actions, dispute settlement etc..

7. How should O&L further promote congenial relations between employees and management (employer)? (10)

Most of you did very well in this section as it opened up a variety of means to employ and promote congenial relations between employees and management (employer).

Conclusion

Collective bargaining is a large concept in industrial relation to discuss. There are also many other context that student would have implied and still make a good grade out of this assignment. Many students passed very well and I look forward to seeing you making differences in the world of work.

Kind regards,

Mr J Kangowa

TUTOR