

Employee relations news and trends from The Society for Human Resource Management (SHRM).

What is Employee Relations? It needs human beings who work together and perform to achieve the goals and objectives of the organization. The human beings working together towards a common goal at a common place organization are called employees. Infact the employees are the major assets of an organization. The success and failure of any organization is directly proportional to the labour put by each and every employee. The employees must share a good rapport with each other and strive hard to realize the goal of the organization. They should complement each other and work together as a single unit. For the employees, the organization must come first and all their personal interests should take a back seat. Every individual shares a certain relationship with his colleagues at the workplace. The relationship is either warm, so-so or bad. The relationship can be between any one in the organization - between co workers, between an employee and his superior, between two members in the management and so on. It is important that the employees share a healthy relationship with each other to deliver their best performances. An individual spends his maximum time at the workplace and his fellow workers are the ones with whom he spends the maximum hours in a day. No way can he afford to fight with his colleagues. Conflicts and misunderstandings only add to tensions and in turn decrease the productivity of the individual. One needs to discuss so many things at work and needs the advice and suggestions of all to reach to a solution which would benefit the individual as well as the organization. No individual can work alone. He needs the support and guidance of his fellow workers to come out with a brilliant idea and deliver his level best. Employee relations refer to the relationship shared among the employees in an organization. The employees must be comfortable with each other for a healthy environment at work. It is the prime duty of the superiors and team leaders to discourage conflicts in the team and encourage a healthy relationship among employees. Life is really short and it is important that one enjoys each and every moment of it. Remember in an organization you are paid for your hard work and not for cribbing or fighting with each other. There is so much more to life than fighting with each other. Observation says that a healthy relation among the employees goes a long way in motivating the employees and increasing their confidence and morale. One starts enjoying his office and does not take his work as a burden. He feels charged and fresh the whole day and takes each day at work as a new challenge. If you have a good relation with your team members you feel going to office daily. Go out with your team members for a get together once in a while or have your lunch together. These activities help in strengthening the bond among the employees and improve the relations among them. An employee must try his level best to adjust with each other and compromise to his best extent possible. Sit with him and probably discuss with him where he is going wrong and needs a correction. This way he would definitely look up to you for your advice and guidance in future. He would trust you and would definitely come to your help whenever you need him. One should never spoil his relations with his colleagues because you never know when you need the other person. Avoid using foul words or derogatory sentences against anyone. Blame games are a strict no no in office. One needs to enter his office with a positive frame of mind and should not unnecessarily make issues out of small things. It is natural that every human being can not think the way you think, or behave the way you behave. If you also behave in the similar way the other person is behaving, there is hardly any difference between you and him. Counsel the other person and correct him wherever he is wrong. It is of utmost importance that employees behave with each other in a cultured way, respect each other and learn to trust each other. An individual however hardworking he is, cannot do wonders alone.

Chapter 2 : What is Employee Relations ?

The Employee Relations Specialist functions with a high degree of autonomy, and is responsible for providing professional level employee and labor relations for.

Explore our related content Employee relations has replaced industrial relations as the term for defining the relationship between employers and employees. Today, employee relations is seen as focusing on both individual and collective relationships in the workplace, with an increasing emphasis on helping line managers establish trust-based relationships with employees. This factsheet explores what employee relations means to employers and looks at the current state of the employment relationship. It briefly looks at key employee relations competencies, specifically in the areas of communication and conflict management. Finally, the factsheet considers the continuing value of positive employee relations for trade unions, employers, HR practitioners and line managers. CIPD viewpoint Our research underlines the continuing significance of good employee relations on a collective and individual level in organisations. Evidence shows that the informal workplace climate appears to have a stronger influence than collective consultation machinery on employee satisfaction and commitment levels. Log in to view more Log in to view more of this content. Please note that some of our resources are for members only. What is employee relations? It reflects the increasing individualisation of the employment relationship following the rise of individual workplace rights and the decline in trade union reach and influence. Our report Managing employee relations in difficult times concluded that the trade union relationship remains an issue in many workplaces but is not widely seen as problematic. Trade union influence is still an everyday reality for some organisations, particularly in the public sector, but continues to decline across the wider economy. From a peak of 12 million-plus, union membership has fallen to around 7 million today. Between and , the coverage of collective agreements contracted from over three-quarters to under a third of the employed workforce. The shift in the coverage and content of collective bargaining has been reflected in a dramatic reduction in industrial action since The number of working days lost due to labour disputes in was , compared with , in These figures represent a huge reduction since the s and other periods in labour history, and are below the levels in many other industrialised countries. The meaning of employee relations to employers Our research has led to some broad conclusions: Employee relations can be seen as a skill-set and lens through which to manage workplace relationships and practice, rather than as a management function or well-defined area of activity. Despite well-publicised instances of industrial action, the employee relations embraces the relationship with individual employees as well as collective relations at work. Employee relations skills and competencies are still seen by employers as critical to achieving enhanced levels of employee involvement, commitment and engagement. The state of the employment relationship The Workplace Employment Relations Study WERS found that, somewhat surprisingly, despite one-third of employees having had their wages frozen and their workload increase because of the recession, three-quarters of employees remained satisfied with their work. A key issue for employers is whether they are equipping their managers with the skills to manage relationships effectively on a collective and individual basis. However, our research report Real-life leaders: There is clearly a need for more organisations to provide better training for line managers in this area to improve the state of employment relations in organisations. Our report Power dynamics in work and employment relationships examines the complexities of power in the employment relationship and provides a firm basis from which to understand, assess and improve how employees can best shape their working lives. Exploring seven key dimensions, it proposes a dynamic framework to describe the shifting sands of employee relations. However, this shift has not entirely displaced the collective dimension. Employers should recognise the links between the way in which collective consultation and workplace conflict are managed, and levels of employee commitment. These can broadly be subdivided into those concerning the relationship between employers and individual employees, and those which concern collective relationships. Our Brexit hub has more on what the implications might be for employment law. Individuals Contract law and the terms of the contract of employment are at the heart of individual employee relations. Handbooks vary but will govern many aspects

including for example holiday, sickness, parental and other forms of leave, whistleblowing, communications and equal opportunities. In addition, certain mandatory statutory employment rights apply to supplement the law of contract. These rights affect matters such as conciliation, mediation, and other forms of dispute and discipline handling. Key examples of employment legislation affecting employee relations are the Employment Rights Act dealing with the circumstances in which employees can be fairly dismissed and the Equality Act dealing with discrimination and equal pay. Collective relationships The collective dimension includes collective bargaining, information and consultation, arbitration and industrial action. Employers may work with recognised unions to negotiate pay and conditions, or to inform and consult over changes such as redundancies or health and safety. An example of collective employment legislation is the Trade Union and Labour Relations Consolidation Act concerning collective bargaining and redundancy consultation. Employee relations competencies Effective communication in the workplace is central to good employee relations and includes focusing on positive behaviours and outcomes, taking a proactive, problem-solving approach, and recommending solutions. A much wider set of competencies is now required, such as consultation, surveying and interpreting employee attitudes, spotting potential signs of conflict and early resolution of differences between employees and management. The guiding principle is that communication should be a two-way process, involving dialogue and listening rather than simply giving out information and instructions. Yet many organisations perform badly in this area, failing to give employee communication the priority it deserves. Managing workplace conflict The ability to manage conflict remains a key issue for all organisations, because conflict is inherent in the employment relationship. Despite the decline in strikes and other forms of industrial action, workplace conflict remains a fact of organisational life and needs to be managed. The continuing value of employee relations Employee relations remains an important concept for organisations, for example: Trade unions remain a strong presence in the public sector. Employee relations is built on an underlying philosophy and skill set that are still needed by HR practitioners. Managers need technical as well as softer skills to be the effective people managers essential to a successful employment relationship. Employers need to train and support line managers in areas such as teamworking and change management as the basis for establishing and maintaining motivation and commitment, which is a critical role for managers. Strategy formulation and planning tends to be a major focus within organisations, with insufficient emphasis on implementation and delivery. Managing the employment relationship rests heavily on the shoulders of line managers, but their competence in this area is, in general, seriously neglected with many employers failing to see employee relations and conflict management as a strategic issue.

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Employee relations refer to the relationship shared among the employees in an organization. The employees must be comfortable with each other for a healthy working environment.

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Employee Relations at the U.S. Office of Personnel Management (OPM) provides guidance and information to Federal government agencies on the statutes, case law, and regulations for taking conduct and performance based actions.

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Employee relations policies describe the company's philosophy, rules, and procedures for addressing employee-related matters and resolving problems in the workplace.