

## Summary

### 2.6 Industrial/employee relations (HL)

Subject	Year	Start date	Duration
Business Management	IB2	Week 2, February	<b>1 week</b> 4 hours

#### Course Part

2. Human resource management

#### Description

**By the end of this Subtopic 2.6 - Industrial/employee relations, you should be able to:**

- Explain the different types of method used by employers and employees to resolve conflict.
- Identify the different sources of conflict that can arise in a business organisation.
- Outline the four approaches to conflict resolution.
- State three reasons for resistance to change in a business.
- Discuss different ways human resources can implement strategies to reduce the impact of change.
- Define the following terms:
  - Arbitration
  - Collective bargaining
  - Conciliation
  - Conflict
  - Conflict resolution
  - Employer representatives
  - Go-slow
  - No-strike agreement
  - Overtime ban
  - Single union agreement
  - Strike action
  - Union
  - Work-to-rule

## Inquiry & Purpose

### Inquiry / Higher Order Questions

#### Type

#### Inquiry Questions

**Concept-based**

Each individual and stakeholder group in a business has its own interests. Does this mean that a genuine shared strategy is impossible?

## Curriculum

### Aims

Encourage a holistic view of the world of business

### Objectives

**Demonstrate knowledge and understanding of**

real-world business problems, issues and decisions

### Syllabus Content

#### **Unit 2: Human resource management**

2.6 Industrial/employee relations (HL only)

The role and responsibility of employee and employer representatives

The following industrial/employee relations methods used by employees: collective bargaining, slowdowns/goslows, work-to-rule, overtime bans and strike action

The following industrial/employee relations methods used by employers: collective bargaining, threats of redundancies, changes of contract, closure and lock-outs

Sources of conflict in the workplace

The following approaches to conflict resolution: conciliation and arbitration, employee participation and industrial democracy, no-strike agreement, single-union agreement

Reasons for resistance to change in the workplace (such as self-interest, low tolerance, misinformation and interpretation of circumstances)

Human resource strategies for reducing the impact of change and resistance to change (such as getting agreement/ownership, planning and timing the change and communicating the change)

How innovation, ethical considerations and cultural differences may influence employer–employee relations in an organization

### Concepts

#### **Strategy**


Johnson, Scholes et al define strategy really well as:


*“The **direction** and scope of an organization over the **long-term**, which achieves advantage for the organization through its configuration of **resources** within a challenging **environment**, to meet the needs of **markets** and to fulfill **stakeholder** expectations.”*

Johnson, Scholes et al - Exploring Corporate Strategy

IB DP IB Business Management (IB2)

### ATL Skills


 Approaches to Learning


 Communication

 Research

### Developing IB Learners

 Learner Profile

 Inquirers

 Knowledgeable

 Open-minded

### Stream & Resources

 Resources

 **Katie Wood**  
Posted **2 files** on Apr 29, 2021 at 12:10 PM

 2.6\_employee\_Employer\_relations\_\_Autosaved\_.pptx  
100 KB PowerPoint Presentation

 2.6\_employee\_Employer\_relations\_\_Autosaved\_.pptx  
100 KB PowerPoint Presentation