

NO.	TITLE		
1.	Subject	Employment Relations	
2.	Subject Code	DHRM 702	
3.	Status	Major	
4.	Credit Hours	3	
5.	Semester	Semester 7, Year 3	
6.	Objectives	<ul style="list-style-type: none"> - To give an overview of the scope and function of an industrial relations; - To give the knowledge of industrial relations concept and practices in Malaysia. 	
7.	Learning Outcome	<p>Upon completion of this course, the student will be able to:</p> <ul style="list-style-type: none"> - critically evaluate procedural arrangements and agreements and agreements covering collective bargaining, grievances and disciplinary matters; - participate as an effective team member in negotiations and consultation exercise; - diagnose and find remedy employee relations problems; - identify differences of interest in the employment and manage subsequent conflict. 	
8.	Synopsis	<ul style="list-style-type: none"> - Employees and industrial relations in an organisation go hand-in-hand. Students will be taken through the principles and purpose as well as the methods of initiating employee relation policies and practices. The module requires students to go through the Industrial Relations Act 1967, Trade Union Act 1959, Employers and Employees Union. - The unit encourages student to develop and reflect upon their knowledge of Malaysia industrial relation system from a number of different theoretical perspectives. The importance of employment relations within an organisation is emphasised. Attention is focused on a wide range of practical examples and covers areas such as union recognition, grievances and issues of employment. 	
9.	Syllabus and Contact Hours	Syllabus	Contact Hours
		1. Malaysian Industrial Relations <ul style="list-style-type: none"> - Definition and purpose - Actors in industrial relations - Historical perspective of Malaysia Industrial Relation - The importance of employee relations - Workplace trends - The impact of employee relations 	3
		2. Trade Unions <ul style="list-style-type: none"> - Trade unions in Malaysia - Definitions of trade union - Memberships of trade union - Who can join union? 	3

- Why employees join union?
- Workers union MTUC
- Registration of union
- Union funds
- Historical background
- The growth of employees union

3. Malaysian Employers Federation (MEF) 4

- Origin of employer association
- International Employers Organization
- Background of MEF
- Objective
- Membership MEF
- MEF Secretariat
- Code of conduct for industrial harmony
- Role in trade union areas of cooperation and agreed industrial relation practices
- MEF representation
- Regional and international level of MEF
- MEF activities

4. Collective Bargaining: The Process Regulation 3

- Introduction
- What is collective bargaining?
- Types of collective bargaining
- Nature of collective bargaining
- Function of collective bargaining
- Dimensions of collective bargaining
- Factors affecting collective bargaining
- Selecting negotiation
- Developing bargaining strategy

5. Industrial Relations Act, 1967 3

- Protection of rights of workmen and employers and their trade unions
- Recognition and scope of representation of trade union
- Collective bargaining and collective agreement
- Conciliation
- Representation and dismissals
- Cases

6. Public Sector 3

- Public Service Department
- National Joint Councils (NJC's)
- Public Service Tribunal

7. Industrial Conflict 4

- Trade dispute, strike, lockout and matters arising therefrom
- The practices of industrial conflict
- Interpretation and non-compliance with awards and agreements

		<ul style="list-style-type: none"> - Reference of trade dispute to court - Who is a workman <ul style="list-style-type: none"> - Pre-dismissal inquiry - Relief for unfair dismissal - Extension of judicial review - Executive discretion - Constructive dismissal 	
		<p>8. Industrial Conflict</p> <ul style="list-style-type: none"> - Industrial harmony - Picketing - Right to strike in Malaysia - Industrial action by employers - Settlement of trade dispute 	3
		<p>9. Industrial Court</p> <ul style="list-style-type: none"> - Structure and proceedings of the Court - Awards of the Court - Unfair dismissal claims - Trade disputes - Interpretation of collective agreement or awards - Complaints of non-compliance - Cognisance of collective agreement - 	3
		<p>10. Industrial Discipline</p> <ul style="list-style-type: none"> - Importance - Areas and kinds of misconduct - Aspects of misconduct - When will an employee be bound to organisational discipline of employment - Discipline activity - Discipline rules and procedure - Discipline action process - Type of discipline - The Approach of administration of discipline. 	3
		<p>11. Malaysian Industrial Relations System: Advantages and Disadvantages of Current Systems Of Industrial Relations to Both Employees and Employers</p> <ul style="list-style-type: none"> - Trade Union Act 1959 - Registration - Right and liabilities of trade union - Industrial action - Constitution <ul style="list-style-type: none"> - Funds and accounts - Consultative bodies - Miscellaneous - Cases: Industrial relation 	4
		TOTAL	42
10.	Main Reference	Maimunah Aminuddin. (2003). <i>Malaysian Industrial Relations and Employment Law</i> (4 th ed.). McGraw Hill Education.	

		D' Cruz, M. N. (2003). <i>A Handbook of Malaysian Labour Laws</i> . Kuala Lumpur: Leeds Publication.
11.	Additional Reference	<p>Ananta Raman. (1998). <i>Malaysian Industrial Relation: Law and Practice</i>. Serdang, Malaysia: IDEAL, Universiti Putra Malaysia.</p> <p>Sloane, A. A., & Whitney, F. (2004). <i>Labor Relations</i> (10th ed.). Englewood Cliffs, NJ: Prentice-Hall.</p> <p>Malaysia. (1967). <i>Industrial Relations Act 1967</i>. Kuala Lumpur: International Law Book Services.</p> <p>Malaysia. (1959). <i>Trade Union Act 1959</i>. Petaling Jaya: International Law Book Services.</p>