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# **COURSE: HUMAN RESOURCE MANAGEMENT BUS408**

# **MATRIC NUMBER: 17/SMS03/022**

1. **WHAT IS INDUSTRIAL RELATIONS?**

Industrial relations is that field of study which analyzes the relationship among the management and the employees of an organization at the workplace and also provides a mechanism to settle down the various industrial disputes. This concept evolved in the late 19th century because of the industrial revolutions. It is made up of the following two terms:

‘Industry ‘can be viewed as an economic activity (i.e., manufacturing, producing or processing of goods or services) which is performed by a group of individuals.

‘Relations’ here refers to the connection and communication which pertains between the employer and the employees within a workplace.

**Factors Affecting Industrial Relations**

The various factors that influence the relationship between the administration and the employees in an organization are as follows:

* **Individual Behavior:**

Every person has a different perception, background, skills, knowledge, experience and achievements which influences an individual’s behaviour.

* **Organizational Structure**

The hierarchical structure creates more formal relationships among the employees belonging to different hierarchical levels in an organization.

* **Psychological Factors**

An employee’s attitude and mentality towards the employer and the given task; and the employer’s psychology towards the workers can be positive or negative, which ultimately impacts the employee-employer relationship.

* **Leadership Style**

Through his/her formal or informal ways of generating team spirit and motivating the employees, he/she impacts the organization’s industrial relations.

* **Economic and Technical Environment**

To cope up with the changes in the economic conditions or technology, organizations need to restructure the task of the employees including their work duration, conditions and wages; which leads to a difference in their behaviour, attitude, adapting spirit, etc. towards the organization and its people.

* **Legal and Political Environment**

The legal framework and political circumstances influence the organization and its industrial relations. It contributes to the framing of rules, rights, authority, powers, roles and responsibilities of all the parties of the organization.

1. **Parties Involved in Industrial Relations and Their Functions**

There are divided into two, namely; Primary parties and other parties.

**Primary Parties**

Those persons or associations which are directly associated with or influenced by the functions of industrial relations are as follows**:**

* **Employees**

The workers who provide their services to the organization are an essential resource and contributes to generating the desired output.

* **Employers**

Employers are responsible for providing a favourable work environment for the employees. They have many rights and powers like laying off inefficient employees, taking strategic decisions such as mergers, acquisition or shutdown of the organization and adapting technological changes in the operations.

* **Government**

Before the 19th century, the government didn’t use to intervene in the conflicts between the employer and the employee. However, later on, there was a change in the attitude of the government bodies, they started regulating the industrial relations through labor courts and tribunals, for the following reasons:

* Safeguarding the interest of both the parties;
* Ensuring that both the employer and the employee, abide by the legal terms and conditions.

**Other Parties**

The parties (especially the internal or external bodies or associations) which impact the industrial relations within an organization are as follows:

* Employer’s association
* Trade unions
* Courts and tribunals
* International labour organisaton(ILO)
* Human resource function

 **The Function of Industrial Relations**

* The Function of Open Communication
* The Function of Recognition
* The Function of Constant Feedback
* The Function of Investment
1. **INDICES OF UNEMPLOYMENT IN NIGERIA COMPARED WITH THAT OF SOUTH AFRICA**

The unemployment rate in Nigeria and other countries is defined as the number of unemployed people as percent of the labor force. The labor force includes the people who are either employed or unemployed, i.e. who don't have a job but are actively looking for one. The labor force does not include people who are not looking for work, children, and the retired.

The unemployment rate seldom declines below 4-5 percent even during boom times. There are always people who move between different sectors of the economy or between cities. When the economy goes into recession, then unemployment can reach much higher numbers, sometimes even in the double digits.

 For that indicator, The World Bank provides data for Nigeria from 1991 to 2019. The average value for Nigeria during that period was 4.21 percent with a minimum of 3.42 percent in 2008 and a maximum of 6.24 percent in 2016. The latest value from 2019 is 6.11 percent.

South Africa's Unemployment Rate remained the same at 29.10 % in Dec 2019, from the previously reported number of 29.10 % in Sep 2019. South Africa's Unemployment Rate is updated quarterly, available from Mar 2008 to Dec 2019, with an average rate of 25.20 %. The data reached an all-time high of 29.10 % in Dec 2019 and a record low of 21.50 % in Dec 2008. The data is reported by reported by Statistics South Africa.

1. **Solutions to unemployment in Nigeria**
* Achieving industrialization( creation of many industries)
* Making agriculture more attractive
* Provision of social amenities to rural areas
* Good development plans
* Encouraging geographical mobility of labour
* Restructuring our educational system
* Population control