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COURSE: HUMAN RESOURCES MANAGEMENT (BUS 408)

**Question 0ne**

**Explain explicitly what industrial relation is? Who are the parties involved and what are their function.**

**What is industrial relation?**

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 dispute.

**It is made up of the following term**: industry and relation

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.

The Industrial Relations encompasses the relationship between the management and workmen and the role of a regulatory body to resolve any industrial dispute.

The Industrial Relations mainly cover the following:

1. Regulatory body to resolve industrial disputes.
2. Collective Bargaining.
3. The role of management, unions and government.
4. Labor Legislation
5. Worker’s Grievance Redressal system.
6. Disciplinary policy and practice.
7. Industrial Relations Training.

**Importance of industrialization:** there are several importance of industrialization this includes

**Increased Morale**: The peaceful industrial relations boost the morale level of the employees as they feel that their interest coincides with that of the employer’s, and their efforts will result in the overall profitability of the firm.

**Minimization of Wastage**: A good IR ensures reduced wastage as the resources – Man, Machinery, Material are fully utilized and are effectively contributing towards the overall productivity of the firm

**Increased Productivity**: With amicable industrial relations both the workers and managers continue to work on their respective position and contribute towards the overall productivity of the firm. Thus, IR ensures the continuity of production.

**Parties involved in industrial relation**

1. The workers and their organizations,
2. The employers and their associations
3. The government and its agencies**.**
4. **The workers and their organization**: employees are considered as the most affected one by the IR system prevalent in an organization. Employees with their various characteristics such as their commitment to the work and the organization, their educational and social background, their attitudes towards the management and so on affect and are affected by the system of IR

**Functions**

1. . To redress the bargaining advantage on one-on-one basis
2. To secure better terms and conditions of employment for their members.
3. To obtain improved status for the worker in his/her work.
4. To increase democratic mode of decision making at various level
5. **The employers and their association**

Employer is the second party to industrial relation. In the corporate organization, employer is represented by the management. Hence, management becomes responsible to various stakeholders in an organization including employees.

**Functions**

1. Creating and sustaining employee motivation.

2. Ensuring commitment from employees.

3. Achieving higher levels of efficiency.

4. Negotiating terms and conditions of employment with the representatives of employees.

5. Sharing decision making with employees

**c. The government and its agencies**

Government plays a balancing role as a custodian of the nation; government exerts its influence on industrial relations through its labour policy, industrial relations policy, implementing labour laws, the process of conciliation and adjudication by playing the role of a mediator, etc. It tries to regulate the activities and behaviour of both employee’s organisations and employer organisations.

Thus the three groups of employees, employers and the government work within the social and economic environment that prevails at a particular time. Whatever industrial relations system may be in vogue, it has in its framework the intricate rules and regulations which enforce the workplace and the working community.

The various systems might comprise of different forms of such rules and regulations. There might be laws and awards of different courts, committees or tribunals. There might be agreements written or sanctioned by custom, usage, practice or tradition or there might be the outcome of government policies or intervention.

**Question two**

**What are the indices of unemployment in Nigeria? Compare it to any African country of your choice and make your recommendation.**

The unemployment rate in Nigeria and other country is defined as the number of unemployed people as percent of the labour force.

The labour force include the people who are either employed or unemployed that is, people who do not have a job and are actively looking for one.