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Questions

1. Explain explicitly what industrial relation is?

1a Who are the parties involved and what are their functions. Explain Them

**1**.Industrial relations may be defined as the relations and interactions in the industry particularly between the labor and management as a result of their composite attitudes and approaches in regard to the management of the affairs of the industry, for the betterment of not only the management and the workers but also of the industry and the economy as a whole.

**1a.** **Employees**: 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 of Employees**

1. To redress the bargaining advantage on one-on-one basis, i.e., individual worker vis-a-vis individual employer by way of joint or collective actions.
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 levels

**1b.** **Employer:** Employer is the second party to IR. In the corporate organization, employer is represented by the management. Hence, management becomes responsible to various stakeholders in an organization including employees.

**Functions of the Employer**

1. Represent employers in collective bargaining at the national or industry level.
2. Develop machinery for avoiding disputes.
3. Provide feedback on employee relations.
4. Advise member organisations on the issues relating to IR.

**1c. Government:** government tries to regulate the relationship of employees and employers, and also keeps an eye on both groups to keep each in line. This relationship is enforced and maintained through labor courts, industrial tribunals, wage boards, investigating and enquiry committees, etc.

2. What is the indices of unemployment in Nigeria

2b. Compare it to any African country of your choice and make your recommendation?

**Nigeria Unemployment Indices**

**2. Year Unemployment rate Percent Change**

**2010 5.092**

**2011 5.957 16.99%**

**2012 10.566 77.37%**

**2013 9.955 -5.78%**

**2014 7.841 -21.24%**

**2015 9 14.78%**

**2016 13.375 48.61%**

**2017 17.462 30.56%**

**2018 22.562 29.21%**

**Ghana Unemployment Indices**

**2b. Year Unemployment Rate (%) Annual Change**

**2018 6.71% 0.08%**

**2017 6.63% -0.14%**

**2016 6.77% -0.04%**

**2015 6.81% 0.33%**

**2014 6.48% 0.05%**

**2013 6.43% 0.42%**

**2012 6.01% 0.10%**

**2011 5.91% 0.59%**

**2010 5.32% 0.15%**