**IOP 1104 INDUSTRIAL RELATIONS PSYCHOLOGY**

**Duration of the Course:** The course is 3 Credit Units providing 45 Contact Hours.

**Course Description:** The course is designed to introduce students to: Industrial relations systems; Industrial conflicts and designing systems for resolving disputes in organizations; workplace negotiation skills; participation and representation.

**Course Objectives:** By the end of the course students should be able to:

1. Explain industrial relations systems
2. Explain the process of trade union formation
3. Discuss the importance of employee participation and representation in organization matters
4. Differentiate and discuss the difference between industrial conflicts and disputes
5. Demonstrate the process of collective bargaining
6. Explain the International Labor Organization (ILO) Conventions
7. Discuss the various processes of grievance handling through mediation, conciliation, consultation, fact finding and arbitration
8. Discuss the nature of pay and how it is determined
9. Discuss the role of Federation of Uganda Employers in promoting harmonious industrial relations
10. Discuss the changing patterns of work
11. Explain what is meant by trade unions, their government and behavior

**Course content/ Outline**

Industrial relations systems; Trade union formation procedures, requirements, objectives and obligations; Employee participation and representation in organization matters; Industrial conflicts and disputes; Collective bargaining; International Labour Organization (ILO); Grievance handling through mediation, conciliation, consultation and arbitration; Employee pay and how it is determined; Employers’ associations; Changing patterns of work, Trade unions, their government and behavior.

**Teaching /Delivery methods:**

Interactive lecture method, Reading assignments, Class presentations, Independent study, and Class discussions.

**Assessment Methods:**

Coursework, Tests, class presentation, Attendance, and Examination. CW =30% Exam = 70%

**Learning Resources**

1. Thukaram, R. M E. (2004). Industrial Management, Himalaya Publishing, Mumbai.
2. Salamon, M. (2000). Industrial Relations, theory and practice (4thEd.), prentice Hall, London.
3. Wood, G. & Brewser, C. (2007). Industrial Relations in Africa, MacMillan, London.
4. ---------------------------
5. --------------------------