



NORTH SOUTH UNIVERSITY

Plot: 15, Block: B, Bashundhara, Dhaka 1229, Bangladesh

www.northsouth.edu

ABOUT THE COURSE AND SECTION

Course Code & Title	HRM 450 – Labor Management Relations
Semester	Spring 2024

ABOUT THE INSTRUCTOR

Name	Md. Al-Amin (Mli)
Designation	Senior Lecturer
Office Room	NAC 869
Office Hours	ST: 9:00 am - 1:00 pm (Proctor's Office, 5 th floor, admin building) MW: 10:45 pm – 12:15 pm (NAC 869)
Department	Management
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COURSE DETAILS

Credit Hours	3
Prerequisite	MGT 351 - Human Resource Management
Course Description	<p>This course focuses on the development of strategies for dealing with unions, evolving rational compensation structures, maintaining discipline, treating the worker as people rather than machines, and managing conflict in organizations within the broad framework of changing socio-economic milieu and legal environment. Major topics include nature, theories, and models of industrial relations; nature process, forms and theories, and practices in industrial conflict and labor policies and legislation; unionism in general as well as in Bangladesh context; dispute settlement machinery in Bangladesh; special but related issues like compensation and unemployment problems, problems of woman and child labor. Special emphasis is given on comparative industrial relations across nations and international influence on the pattern of industrial relations in Bangladesh.</p>

STUDENT LEARNING OUTCOME

Learning Objective	<ul style="list-style-type: none">• To give the students a detail understanding of labor-management theories, concepts, and practices.• To give the students an understanding of the country's labor law.• To compare and contrast the theories and practices of HRM and labor-management relations in organizational settings. <ul style="list-style-type: none">• To improve the critical thinking, problem-solving, and analytical ability of the students.• To develop the presentation, writing, and industrial bargaining and negotiation skills among the students.
Learning Outcome	Upon successful completion of this module, students would be able to: <ol style="list-style-type: none">1. Demonstrate a clear and concise understanding of labor-management relations ER and labor law of Bangladesh.2. Understand the acceptability and applicability of ER with HRM practice.3. Exhibit critical thinking and problem solving of issues based on project work and case analysis.4. Show good academic report writing, presentation, and industrial negotiation and bargaining skill.

STUDY MATERIALS

Text Book	Bangladesh Labor Act, 2006 Bangladesh Labor [Amendment] Act, 2013
Additional Materials	Asaduzzaman, M.A.A.K. (2014), <i>Labor Laws of Bangladesh - As Amended up to 2013'</i> , National Law Book House, Dhaka. ISBN: 984-3-20496-4 Bray, M., Deery, S., Walsh, J. and Waring, P. (2005), <i>Industrial Relations - A Contemporary Approach</i> , 3rd ed., McGraw-Hill Irwin, Sydney. ISBN: 978-0-074-71550-5
Other Materials	Academic journals, HR magazines, newspapers, and online materials from professional HRM bodies and HRM institutes. Slides of the class lectures are available on the instructor's Weebly webpage (www.aminmli.weebly.com)

ASSESSMENT INFORMATION

Grading Tools	Points
Case Studies (2 units)	10%
Collective Bargaining (1 Session)	10%
Midterm Exam	25%
Final Exam	30%
Report	10%
Report Presentation	10%
Attendance/ Participation	05%

COURSE PLAN

Class	Topic	
1	Welcome & Introduction to the Course	
2	Lecture 1	- Introduction to Labor Management Relations
3	Lecture 2	- Introduction to Labor Management Relations
4	Lecture 4	- Historical and theoretical background of Labor Management Relations
5	Lecture 5	- Parties to Labor Management Relations: Trade Union and Relevant Labor Laws
6	Lecture 6	- Parties to Labor Management Relations: Management Association and Relevant Labor Laws
7	Lecture 7	- Parties to Labor Management Relations: The Government and Monitoring Authority and Relevant Labor Laws
8	Case Study 1	
9	Lecture 9	- Collective Bargaining Practices in Bangladesh
10	Lecture 10	- Collective Bargaining Practices in Bangladesh
11	Lecture 11	- Collective Bargaining Practices in Bangladesh
12	Collective Bargaining Exercise 1	
13	Collective Bargaining Exercise 2	
14	Lecture 12	- Labor Management Relations and ER Practices in Bangladesh
15	Lecture 14	- Employee Engagement
16	Midterm examination	
17	Lecture 15	- Investment Perspective of HRM
18	Lecture 16	- Investment Perspective of HRM
19	Lecture 17	- Wage in the Context of Bangladesh - Labor Laws
20	Lecture 18	- Wage in the Context of Bangladesh - Labor Laws
21	Lecture 19	- Wage in the Context of Bangladesh - Labor Laws
22	Lecture 20	- Ethics in Labor Management Relations - Labor Laws
23	Lecture 20	- Ethics in Labor Management Relations - Labor Laws
24	Case Study 2	
25	Lecture 22	- Grievance procedure and Dispute Settlement
26	Lecture 23	- Grievance procedure and Dispute Settlement
27	Lecture 24	- Grievance procedure and Dispute Settlement
28	Collective Bargaining Exercise 2	
29	Collective Bargaining Exercise 2	
30	Lecture 25	- Review Class

Exams

Midterms and final exams will comprise of MCQ, true/false and short questions. The format of the exams will be discussed later.

Group Project

There will be a group project based on the topics covered in the class and it will test the research and report-writing skills of the students. There will be a maximum of 8 groups in the class. Therefore, the number of members per group will depend on the total number of students in the class.

Report Submission

The report of the group project has to be submitted at the end of the semester. All the group members will have to participate in the project work and contribute to report writing. The guideline provided by the instructor has to be followed strictly while writing the report. Also, groups will be penalized in case of late submission of the report. **The penalty for late submission is 30% per day upto 3 days, which includes weekends.**

Collective Bargaining

There are collective bargaining write-ups in the course. There will be a maximum of 8 groups in the class. Therefore, the number of members per group will depend on the total number of students in the class. The collective bargaining factsheets will be provided by the faculty. The groups will take the role of a union or management. Based on the performance, a group may outperform another group or they may even end up getting the same grade if they are too close. Faculty will judge those. More instructions will be given in due time. Faculty will select the debate topics and will assign them to groups well in advance.

Case Analysis

It is a group study. The group will be the same as the project and collective bargaining. Students will be assigned two cases to dissect, analyze, interpret, and give a decision regarding a problem pertaining to the case. Limited time will be given to complete this assignment and they have to produce a decision in written format within that stipulated time. Students need to demonstrate their learning into application in this exercise.

Class Attendance and Participation

Class participation means the contribution of a student to the class. It involves being respectful toward the lecturer, and fellow students, being careful, and positive, and bringing lively thoughts to the discussion. Attendance will be taken in all the classes, midterms, debates, case analysis activities and final exam. A maximum of 3 missed classes (including the first class) will be considered.

Academic Misconduct

Academic misconduct, dishonesty, and plagiarism will be dealt with utmost strictness and punitive measures. Students are advised not to copy directly from any resources. Any form of cheating in the exams will not be tolerated and strict actions will be taken according to NSU academic policies.

Students with Special Needs

North South University will provide educational opportunities that ensure fair, appropriate, and reasonable accommodation to students who have disabilities/special needs that may affect their ability to participate in course activities or meet course requirements. Students with disabilities are encouraged to contact their instructor to ensure that their needs are met. The University through its Special Need section will exert all efforts to accommodate special needs.

NSU GRADING POLICY

A	A-	B+	B	B -	C+	C	C-	D+	D	F	I
93+	90+	87+	83+	80+	77+	73+	70+	67+	60+	59-	Incomplete

** The instructor reserves the right to change the above outline at her discretion. Topics may be altered or reorganized at any point of the semester if necessary.

Students should read the course outline thoroughly and consult with the instructor in case of any confusion or query.

Good luck!