

Industrial Relations: Critical Perspectives On Business And Management

Academic Research Publishing Group



Business, Management and Economics Research

ISSN(e): 2412-1770, ISSN(p): 2413-855X
Vol. 3, No. 5, pp: 52-56, 2017
URL: <http://argweb.com/3/cjournals/journals8&informa>

Reconciling the Conflicting Views between Human Resource Management and Industrial Relations: Critical Perspective

Revenio C. Jalagat, Jr.

Assistant Professor, Al-Zahra College for Women, Sultanate of Oman

Abstract: This study is primarily designed to shed light on the conflicting views between the human resource management (HRM) and industrial relations (IR) and how these two concepts can be reconciled through providing evidences and literatures. Further, it also discusses the critical points and arguments that support the claim that these two terms are separate and independently applied in business context but at the same time can be combined to attain higher rate of success. To achieve the research objective, this study made use of secondary data to gather information from books and articles and to lay out the arguments supported with appropriate theories and literatures. The findings revealed that indeed there is difference in the concept between HRM and IR as well as its applicability although these two terms are both used in businesses. However, it is suggested that extensive studies can be conducted to gather more evidences to link these two concepts and considering that arguments were mainly interpreted by the author, different perspectives are welcomed to evaluate further its relevance especially in Sultanate of Oman where IR is perceived to be in infancy stage.

Keywords: Unionism; Human resource management; Industrial relations; Gap; Perspective.

1. Introduction

Perhaps one of the topics of increasing attention nowadays evolves around human resource management (HRM) and industrial relations (IR). However, few studies have examined the difference and interconnectedness between these two terms although lots of researches have taken into consideration emphasizing HRM practices and its value to individual and organizational performance. Beardswell and Claydon (2010) had established a concrete justification on the perceived difference between HRM and IR by carefully defining HRM as a concept that emphasizes the management of human capital or resources through dealing with the functions of recruiting employees, selection processes, performance appraisal, training and motivation and other related activities while IR deals mainly on employee empowerment through establishment of union as means to conflict resolution and dispute settlement between the employees and the top management (employers) in a collective and pluralistic view. In other words, human resource management deals with practices and strategies to maximize the utilization of the human resources to produce better outcomes and performance while industrial relation focuses more on work relationships as a way for a better performance through representation and remediation processes. Many studies have in fact affirmed the assumption that there is positive relationship between unionism and organizational outcomes with emphasis on employee voice in communicating their various concerns to the top management (Butler, 2009; Heery, 2010). Anchored on these two concepts, this study is conducted with the view that there is remarkable difference of these two as used in business and supported with relevant theories. It also critically analyze the applicability of both concepts to organizations in various capacities and finally, offer suggestions leading to conflict resolution with appropriate models and theories thereby justifying its solution.

2. The Conflicting Views of HRM and IR

The fundamental role of HRM is undeniable as it centers on the effectiveness of the utilization of human resources who are also known as company's valued assets. It is an underlying assumption for HRM that to achieve the corporate or organizational goals and objectives is to maximize the employment of human capital in both individual and organizational capacities (Armstrong, 2006). How to make use of the limited human resources to meet the targets and performance levels in a business sense resembles a good application of HRM and its practices (Harel, 2007). Specifically, attaining a desirable adaptation and application of HRM practices enhance organizational levels of success in terms of organizational integration, employee commitment, flexibility and quality of work (Combs and Skill, 2003; Gratton and Ghoshal, 2003; Jalagat, 2016). The management's vital role in implementing HRM is to enhance the employees' capability and ability to be effective within their line of specialization that is believed to contribute largely in the company's rate of business success. Furthermore, Tan and

52

Industrial Relations: Critical Perspectives on Business and Management edited by John KELLY., London: Routledge, , Volumes , ISBN.Industrial Relations: Critical Perspectives on Business and Management. Front Cover. John E. Kelly. Psychology Press, - Business & Economics - Industrial Relations: Critical Perspectives on Business and Management [John Kelly] on rioneammanniti.com *FREE* shipping on qualifying offers. Until recently, the.Industrial relations: critical perspectives on business and management / edited by John Kelly. Vol. 4, Worker representation and labour-management relations.Kelly, John () Introduction: industrial relations: critical perspectives on business and management. In: Kelly, John, (ed.) Industrial.Kelly, John, ed. () Industrial relations: critical perspectives on business and management., 5 Routledge, London, UK.26 Oct - 22 sec [PDF] Industrial Relations: Critical Perspectives on Business and Management Popular.Industrial Relations: Critical Perspectives on Business and Management edited by John Kelly, London: Routledge, , Volumes , ISBN Physical Description: 5 v.:ill. ;24 cm. Series Title: Critical perspectives on business and management. Identifier: (ISBN) (set) (ISBN) (v.Price, review and buy Industrial Relations: Critical Perspectives on Business and Management at best price and offers from rioneammanniti.com Shop Business & Trade.Human Resource Management: Critical Perspectives on Business and Management, Volume 1 Human resource management and industrial relations . Human Resource Management: Critical Perspectives on Business and Management, Volume 2 Comparative international industrial relations. a review.With the impact of globalization, comparative management is becoming one of the Comparative Management: Critical Perspectives on Business and Management, Volume 1 a comparison of the use of flexible employment strategies in the retail Management Hungary impact important increased industrial relations.London: Trades Union Congress (pamphlet). Kelly, J. (ed.) (b) Industrial Relations: critical perspectives on business and management. Five volumes.Industrial Relations: Critical Perspectives on Business and Management by John Kelly, ed. Call Number: HD I (5 vols.).This article attempts to inquire what industrial relations (IR) is and analyzes the Industrial relations: Critical perspectives on business and management, Vol. 1.Industrial relations, employment relations, human resource management Industrial relations: Critical perspectives on business and management, Vol. 1.Research Collection Lee Kong Chian School Of Business. corporate human resource management practices, labor union strategies, and work-related human resources and a critical assumption underlying industrial relations research is that there in greater social and political inequalities (a critical perspective).Critical Perspectives on Work and Employment combines the best empirical research with leading edge, critical debate on key issues and developments in the.Until recently, the study of industrial relations centred around trade unions, collective representation, often in conjunction with Human Resource Management.In , critical perspectives on international business (cpoib) celebrated its tenth His current research focus is on management, labour relations and.Rethinking

Industrial Relations Revisited, Economic and Industrial Democracy . Industrial Relations: Critical Perspectives On Business And Management, Five. Subject: Business and Management, Social Issues, Business Policy and Industrial Relations: Critical Perspectives on Business and Management, 5 vols.

[\[PDF\] The Evolution Of Mobile Communications In The U.S. And Europe: Regulation, Technology, And Markets](#)

[\[PDF\] Physics And Whitehead: Quantum, Process, And Experience](#)

[\[PDF\] Public Investments In Energy Technology](#)

[\[PDF\] The New American Middle School: Educating Preadolescents In An Era Of Change](#)

[\[PDF\] The Holy Bible: Old And New Testaments In The King James Version With The Great Bible Adventure, Hel](#)

[\[PDF\] 2006 11th International Workshop On Computer-Aided Modeling, Analysis, And Design Of Communication L](#)

[\[PDF\] The Faber Book Of French Cinema](#)