

**THE OPEN UNIVERSITY OF TANZANIA
FACULTY OF BUSINESS MANAGEMENT**

**MASTER OF BUSINESS ADMINISTRATION
OHR 605: INDUSTRIAL RELATIONS**

Course Outline

Course Objectives:

As a Human resources Management specialist, this course is aimed at imparting an MBA student with an advanced knowledge and skills of managing employee relations at places of work in the enhancement of harmonious and conducive working environment for effective organizational performance.

Course Contents:

Topic 1: The Nature and Aspects of Industrial Relations (IR)

The topic is intended to impart students with the aspects of what Industrial relations is all about? It is expected that by the end of the topic, student should be able to realize what is Industrial Relations, its main components, how it evolved plus the reason why it is important to study the course.

Topic 2: The Concept and Models of Industrial Relations

This topic is aimed at highlighting students with the major perspectives in Industrial Relations. This is supposed to focus on Industrial relations models like the Institutional and Oxford ideal, structural functional, systems, Marxian and Neo Marxian, relational plus the market economy models. At the end of the topic, students should be able to distinguish and identify different models in I.R. and the logic of their application at places of work.

Topic 3: Tripartite versus Bipartite Systems

The topic is aimed at focusing on the major mechanisms for the application of Industrial Relations. Students by the end of the topic are expected to have learned what is meant by Bipartite, Tripartite and Tripartite-Plus in Industrial Relations. It is also expected that students should be able to identify the Bipartite, Tripartite and Tripartite-Plus organs and their functions within the Tanzanian labour laws.

Topic 4: Trade Unions: Nature and Evolution in Tanzania

This topic has the objective of imparting students with concept of Trade Unions, the logic behind their formation, landmarks of their evolution in the Tanzanian setting, the part these organizations play in Industrial Relations, the practical implications of Union and Management relations at places of work and how to manage Trade Unions as stipulated in the Tanzanian labour laws and other institutional frameworks.

Topic 5: Employee Participation and the Forms in Tanzania

This topic is aimed at acknowledging the IR students the importance and the forms of both formal and informal employee participation attributes in organs of decision making at places of work, and essentially in decisions of matters that affect the workers. Here the student should be able also to identify the formal participatory organs as stipulated in the law, circulars and policy documents.

Topic 6: Factors affecting Industrial Relations in Tanzania

The objective of this topic is to highlight students with the experience and practice of IR in Tanzania. This experience will range from the theoretical to the practical parameters. It is from this point whereby students are supposed to discern the pitfalls and problems that affect IR in Tanzania and students are therefore supposed to be imparted with the skills of how to combat these problems

Topic 7: Organising an Employee Relations Program

This topic is aimed at educating students with the knowledge of employee relations program and its components. There after students are supposed to be imparted with skills of developing an effective employee relations program that could be applied in order to induce effective and harmonious employee relations at places of work.

Topic 8: Grievances Procedure and the Firm Performance

Students in this topic are expected to get the knowledge and concept of grievances, and their forms at places of work. The topic has also an objective of imparting students with skills of distinguishing between the formal and informal grievance procedures, and their applications prior to arbitration. The topic will also reflect on the effect of grievances with respect to the firm's performance.

This will reflect on the determinants of cost and quality of grievances and their procedures.

Topic 9: Legal Aspects of Industrial Relations in Tanzania

This topic has the objective of highlighting students with the legal aspect of IR. This would be achieved by focusing on the ILO instruments, labour laws of Tanzania and how they relate to Industrial Relations practices in Tanzania

Mode of Instruction.

The course will be run through self-studies, discussion, simulations and case studies.

Grading:

Grading will comprise Timed Test 20%, Assignments 30%, and Final exam 50%

Reference:

1. Jack Phillips: 1996. Accountability in HRM. Guy Publishing Company. Houston.
2. Brian Buck, Richard Block, Steve Allen: 1990, HRM and the performance of the firm. Boston
3. James hunt, 1979: Employee guide to labour relations in the Bureau of National affairs. Inc. Washington DC.
4. Arthur Sloane and Fred Witney: 2001, Labour relations. Prentice Hall, New Jersey.
5. The employment and Labour relations Act of 2004 and the labour institution Act, 2004
6. Online journals of industrial relations