

Top issues in employee relations

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Introduction



According to Michael Armstrong, employee relations are concerned with managing and maintaining the employment relationship, considering the implications of the notion of the psychological contract. This means dealing with employees either collectively through their trade unions or individually; handling employment practices, terms and conditions of employment and issues arising from employment; and providing employees with a voice and communicating with employees.



Trendy Issues in employee relations

Leveraging on digital technologies

We believe that digital technologies not only transforms businesses, but also the HR function.

Case of Schneider Electric:

“Moving forward into 2018, we are looking to accelerate the use of digital technology. Digital has allowed us to perform many talent and project management processes more efficiently. For example, the use of HR systems that can help manage digital expenses for employees, as well as improving the organization of performance management and feedback.”

Olivier Blum, chief HR officer, and executive vice president

Trendy Issues in employee relations

Work-Life Balance

Consequences:

- ▶ Psychological ill-health
- ▶ Injuries and accidents
- ▶ Unhealthy behaviors
- ▶ Stress
- ▶ Work burnout and depression

- ▶ Technology

Affect positively:

- ▶ supportive managers
- ▶ empowering and trusting
- ▶ flexi-timings
- ▶ maternity and parental leave

Trendy Issues in employee relations

Inequality issues

Criteria for non-discrimination

- ▶ Sex orientation and gender
- ▶ Age
- ▶ Disability
- ▶ Race and religion

Why not to discriminate?

- ▶ Making people feel valued
- ▶ Increasing competitiveness
- ▶ Enhancing corporate reputation

“It turns out that advancing equal opportunity and economic empowerment is both morally right and good for economics, because discrimination, poverty and ignorance restrict growth.”

- **Bill Clinton, former US president**

Trendy Issues in employee relations

Adequate Safety in the Workplace

- ▶ Promoting safety in the workplace should be a top priority of every business owner.
- ▶ all proper safety equipment is used and that the right security measures are put in place.
- ▶ ensure that employees are not overly fatigued due to too many overtime shifts

Trendy Issues in employee relations

Globalization and cultural issue

- ▶ Language barriers, and issues
- ▶ Verbal and non-verbal communication and transmission of ideas.
- ▶ Cultural differences, divergent culture standards, religion, and social hierarchy/formality.

Conclusion

Businesses are no longer assessed based only on traditional metrics such as financial performance, or even the quality of products, rather, organizations today are increasingly judged based on their relationships with their workers, their customers and their communities transforming them from business enterprises into social enterprises." Deloitte's 2018 Global Human Capital Trends report



Thank you