



UNIVERSITI TEKNOLOGI MARA

ADS517: ADVANCED INDUSTRIAL RELATIONS

Course Name (English)	ADVANCED INDUSTRIAL RELATIONS APPROVED
Course Code	ADS517
MQF Credit	6
Course Description	no description provided
Transferable Skills	a) Demonstrate ability to communicate clearly and confidently, and listen critically b) Demonstrate practical and contemporary knowledge of relevant professional, ethical and legal frameworks
Teaching Methodologies	Lectures, Tutorial, Presentation
CLO	CLO1 explain the perspectives, approaches, concepts and theories in industrial relations; CLO2 describe the evolving system of industrial relations system in Malaysia CLO3 distinguish the comparative features of industrial relations systems in Asian countries CLO4 summarize emerging IR related issues in the Malaysian and global context.
Pre-Requisite Courses	No course recommendations
Topics	
1. 1. Approaches to Industrial Relations 1.1) a. Institution-based 1.2) b. Socio-psychology-based 1.3) c. Class-based 1.4) d. Human Resource Management 1.5) e. Employment Relations	
2. 2. Frames of references 2.1) a. Unitarist 2.2) b. Pluralist 2.3) c. Marxist	
3. 3. Theories of Industrial/labour Relations 3.1) a. Systems theory (Dunlop) 3.2) b. Labour process Theory (Braverman) 3.3) c. Strategic Choice theory (Kochan, Katz & McKenzie) 3.4) d. Transaction Cost Theory (Williamson, Milgrom & Roberts) 3.5) e. Regulation Theory (Stigler, Friedland & Joskow) 3.6) f. Labor Market Theory (Friedman & Friedman) 3.7) g. Institutional Theory (Webb & Webb, Commons, Clegg)	
4. 4. Industrial relations system in Malaysia 4.1) a. Tripartite 4.2) b. Sectoral dichotomy 4.3) c. Regional dichotomy	
5. 5. Issues in Malaysia Industrial Laws 5.1) a. Employment Act, 1955 5.2) b. Companies Act, 1967 5.3) c. Immigration Acts (working permits policies)	
6. 6. Rights in industrial relations 6.1) a. Political perspective 6.2) b. Statutory perspective 6.3) c. Constitutional perspective	

<p>7. 7. New approaches to HRM & IR 7.1) a. From workers to resources 7.2) b. Union free sites 7.3) c. Individual contracting 7.4) d. Performance based variable pay 7.5) e. Gender mix</p>
<p>8. 8. Regulating employment 8.1) a. Laws (employment Act, Industrial Relations Act, Public Service Commission Act) 8.2) b. Policies (Industrial Coordination Act,) 8.3) c. New forms of employment (Teleworking, homeworking etc.) 8.4) d. Contract of and for services (k-workers) 8.5) e. Foreign and Malaysian workers 8.6) f. Contingent labour and labour rights</p>
<p>9. 9. Labour laws and knowledge workers 9.1) a. Definition of work and workers 9.2) b. Control and tools test</p>
<p>10. 10. Arbitration 10.1) a. Public arbitration - Industrial courts 10.2) b. Private arbitration – Professional arbitrations</p>
<p>11. 11. Regulating employment security 11.1) a. Employment Protection 11.2) b. Regulating retrenchment 11.3) c. Managing retrenchment 11.4) d. Unemployment fund?</p>
<p>12. 12. International Labour Organisation and IR 12.1) a. Global and national standards 12.2) b. Corporate Social Responsibility and Industrial relations 12.3) c. Sustainability and industrial relations</p>
<p>13. 13. Comparative industrial relations 13.1) a. Industrial relations systems in Asia 13.2) b. The Convergence Theory 13.3) c. Industrial Relations Systems and Culture 13.4) d. Industrial relations and new production technology</p>
<p>14. 14. Industrial Relation Systems and industrial democracy 14.1) a. Labour in modern management 14.2) b. Stakeholder theory and employees 14.3) d. New governance –labour in or on Board?</p>

Assessment Breakdown	%
Continuous Assessment	40.00%
Final Assessment	60.00%

Details of Continuous Assessment	Assessment Type	Assessment Description	% of Total Mark	CLO
	Assignment	Based on the topics given for the presentation, each and every group is to prepare a written assignment of around 15 pages.	10%	CLO1 , CLO2 , CLO3 , CLO4
	Presentation	Selected topics will be given to students to prepare for their presentation. Students need to present their initial findings and issues involved pertaining the topic chosen and give recommendations. Students are to form a group of 2 for the presentation.	10%	CLO1 , CLO2 , CLO3 , CLO4
	Test	A Mid-Term Test will be held covering Topics 1 to 5 of the syllabus. This is an essay type examination and students need to chose and answer 2 questions out of 5 questions given (20%)	20%	CLO1 , CLO2

Reading List	Reference Book Resources	<ul style="list-style-type: none"> • Anantaraman, V. (1997)., <i>Malaysian Industrial Relations: Law and Practice</i>, Universiti Putra Malaysia Press, Serdang. • Kaufman, B.E. (ed). (2004)., <i>Theoretical Perspectives on Work and the Employment Relationship (Industrial Relations Research Association)</i>. Champaign, Ill. • Morley, M.J., Gunnigle, P. & Collings, D.G. eds. (2006)., <i>Global Industrial Relations</i>. Routledge, New York, NY. • Poole, M. (1984)., <i>Theories of Trade Unionism.. Routledge & Kegan Paul: London, UK</i> • Enactments and Statutes of Malaysian Labour and Industrial Relations, <i>Trade Union Act 1959; Industrial Relations Act 1967</i>.
Article/Paper List	This Course does not have any article/paper resources	
Other References	This Course does not have any other resources	