



UNIVERSITI TEKNOLOGI MARA

AGR135: INDUSTRIAL RELATION AND EMPLOYMENT ACT

Course Name (English)	INDUSTRIAL RELATION AND EMPLOYMENT ACT APPROVED
Course Code	AGR135
MQF Credit	3
Course Description	this course is designed to introduce to the students the various aspects and challenges of Industrial relations in Malaysia. it explores the laws and regulations on working hour system, industrial discipline and termination of employees, trade disputes, industrial actions, salary/wages problems, and also various institutions involved directly with industrial relations, within the context of Malaysian Plantation Industry.
Transferable Skills	Knowledge, Communication, leadership, teamwork, life long learning
Teaching Methodologies	Lectures, Discussion, Presentation
CLO	CLO1 State, write and explain the issues and problems of Industrial Relations in Malaysia and means of overcoming them. CLO2 Verbally and visually relate and familiarize the students with the various labor institutions in Malaysia. CLO3 Verify, assess and employ the relevant Labor Acts in Plantation CLO4 Communicate and motivate with team members to Collective Bargaining and agreement and trade disputes resolutions.
Pre-Requisite Courses	No course recommendations
Topics	
1. OVERVIEW OF MALAYSIAN INDUSTRIAL RELATIONS 1.1) 1.1 understanding industrial relation 1.2) 1.2 importance of Harmonious Industrial relations	
2. THE ROLE OF TERMS AND CONDITIONS OF EMPLOYMENT 2.1) 2.1 the Ministry of Human Resource in the Industrial Relations System 2.2) 2.2 The history of the Trade Union Movement in Malaysia	
3. TERMS AND CONDITIONS OF EMPLOYEMENT 3.1) 3.1 working hours 3.2) 3.2 salary/ wages 3.3) 3.3 leaves 3.4) 3.4 benefits	
4. INDUSTRIAL DISCIPLINE AND TERMINATION OF EMPLOYEES 4.1) 4.1 concept of positive discipline 4.2) 4.2 concept of progressive discipline 4.3) 4.3 Principles of Natural Justice 4.4) 4.4 Misconduct 4.5) 4.5 due Inquiry 4.6) 4.6 Managerial Prerogative 4.7) 4.7 employment and Probation 4.8) 4.8 transfer and secondment 4.9) 4.9 retirement and resignation 4.10) 4.10 closure and shutdown 4.11) 4.11 termination and dismissal 4.12) 4.12 reinstatement and back pay 4.13) 4.13 Discipline and punishment	

5. TRADE UNIONS

- 5.1) 5.1 what is trade union
- 5.2) 5.2 why workers join trade unions
- 5.3) 5.3 Objectives
- 5.4) 5.4 memberships
- 5.5) 5.5 right to join trade union
- 5.6) 5.6 registration of trade union
- 5.7) 5.7 type of trade union

6. COLLECTIVE BARGAINING

- 6.1) 6.1 definitions and purpose
- 6.2) 6.2 procedure
- 6.3) 6.3 process
- 6.4) 6.4 negotiating skill
- 6.5) 6.5 Collective Agreement
- 6.6) 6.6 Effect of a Collective agreement

7. TRADE DISPUTES AND INDUSTRIAL ACTIONS

- 7.1) 1. Definition
- 7.2) 2. difference between grievances and disputes
- 7.3) 3. issues and industrial conflicts
- 7.4) 4. types of industrial conflict
- 7.5) 5. trade dispute resolution
- 7.6) 6. the Industrial Court

8. LABOR LAWS IN MALAYSIA

- 8.1) 1. Trade Union Act 1959
- 8.2) 2. Employment Act 1955
- 8.3) 3. Industrial Act 1967
- 8.4) 4. Worker Compensation Act 1952
- 8.5) 5. Social Safety Act 1969
- 8.6) 6. Employees Providence Fund Act 1993
- 8.7) 7. Occupational Health and Safety Act 1994

9. INSTITUTIONS

- 9.1) 1. National Union of Plantation Workers
- 9.2) 2. Malaysian Agriculture Producers Association
- 9.3) 3. CUEPACS
- 9.4) 4. International Labor Organization
- 9.5) 5. National Joint Labor Advisory Council
- 9.6) 6. Malaysian Employers Federation

Assessment Breakdown	%
Continuous Assessment	60.00%
Final Assessment	40.00%

Details of Continuous Assessment	Assessment Type	Assessment Description	% of Total Mark	CLO
	Individual Project	newspaper cutting	15%	CLO2 , CLO3
	Presentation	individual	15%	CLO4
	Test	test 3	10%	
	Test	test 1	10%	CLO1
	Test	test 2	10%	

Reading List	Recommended Text	M.N. D'Almeida Cruz. 2001, <i>A Comprehensive Guide to Industrial Relations</i> , Malayan Law Journal, Butterworth
	Reference Book Resources	<ul style="list-style-type: none"> • Ayadurai, D 1985, <i>The Employer, the Employee and the Law in Mal</i>, Butterworths, Singapore • Gamba, Charles 1962, <i>The Origins of Trade Unionism in Malaya</i>, Ed., , Donald Moore for Eastern Universities, Singap [ISBN:] • Mills, D. Q 1986, <i>Labour Management Relations</i>, 3 Ed., , McGraw-Hill, New York [ISBN:] • Wu, Min Aun 1982, <i>The Industrial Relations Law of Malaysia</i>, Ed., , Heinemann Asia, Kuala Lumpur [ISBN:] • Mohd Jamaluddin Hj Bula 2006, <i>Perhubungan Industri Modul MGT131 For Pla</i>, Ed., , Universiti Teknologi MARA, Pahang [ISBN:]
Article/Paper List	This Course does not have any article/paper resources	
Other References	This Course does not have any other resources	