

Course Title	:	Industrial Relations in Hong Kong
Course Code	:	HRM350
Number Of Credits/Semester	:	3
Mode Of Tuition	:	Sectional
Category In Major Programme	:	Stream Elective
Prerequisite	:	None
Hours Assigned	:	45

### **Indicative Content**

This course aims to provide students with an understanding of the theories and practices of industrial relations unique to the Hong Kong situations, and to familiarise students with the human resource processes and legal requirements necessary to create a positive legal-personnel system in the employing organisations in Hong Kong. The course will examine the industrial relations environment in Hong Kong, the roles of Government, employers' associations and unions in industrial relations, industrial conflicts and the influence of the law on human resources management. No prior academic knowledge of legal aspects of business is required.

#### Industrial Relations Environment in Hong Kong

The political environment, economic environment and social environment in Hong Kong. Historical development of labour movement. Cultural background, values and attitudes of workers and employers.

#### Unions and Employer Organizations

Development and functions of trade unions. Characteristics of trade unions in Hong Kong. The roles and functions of employer organizations.

#### Employee-Management Relationships

Employment practices and the labour market. Wage determination. Maintaining discipline in the workplace. Handling conflicts, grievances and complaints.

#### Industrial Conflicts and Their Settlement

Stoppages, disputes and claims. Methods of settlement of strikes, trade disputes and claims. The role of Labour Department in settling disputes.

#### Issues in Industrial Relations

Functions of the Labour Department. Formulation of labour policy. The role of trade unions. Industrial relations in the changing environment during 2000s. Unemployment and redundancy.

#### Influence of the Law on Human Resources Management

Merging of the law into personnel function. International labour standards and local laws most frequently encountered in personnel management. Human rights and legal aspects of human resources management. Statutory Standards of Employment. Mandatory Provident Fund.

## **Assessment**

Examination	50%
Project/Case	20%
Industrial Relations Exercise	<u>30%</u>
	100%

## **Required/Essential Readings**

Chao, K. & Lai, B., *Labour Relations & Law*, OUHK, 1997.

Katz, H.C. & T.A. Kochan, *An Introduction to Collective Bargaining and Industrial Relations*, McGraw-Hills, 2002.

## **Recommended/Supplementary Readings**

Nish, I. & G. Redding & S.H. Ng., *Work and Society – Labour and Human Resources in East Asia*, H.K.U., 1996.

England, J., *Industrial Relations and Law in Hong Kong*, Oxford, 1989.

## **OFFICIAL PUBLICATIONS**

Commissioner for Labour, Annual Departmental Reports.

Employment Ordinance, Chap. 57.

Hong Kong Annual Reports.

Hong Kong Social and Economic Trends (Hong Kong Government Printers).

Hong Kong Monthly Digest of Statistics.

Labour Department Official Publications:

- i) Code of Labour Relations Practice
- ii) A Concise Guide to the Employment Ordinance
- iii) Grievance and Disciplinary Procedure
- iv) A Guide to the Labour Relations Ordinance
- v) Joint Consultation: A Guide to its Introduction and Operation
- vi) The Labour Department Offers You Its Services
- vii) Some Facts about Employment in Hong Kong

Labour Force Survey, Census and Statistics.

Labour Tribunal, Chap. 25.

Registrar of Trade Union.

Report to the Commission of Inquiry into the Kowloon Disturbances (Hong Kong, 1967)

Trade Union Ordinance, Chap. 332.