

Role of unions and human relations management personnel

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Management Inserts His/her Human Resource Management Labor unions have become one of the most essential units of the organization. They serve the purpose of negotiation, creating a better work environment, working for collective bargaining, better healthcare, increased and timely wages and much more. There are many advantages that the workers in an organization obtain through labor unions. However, along with them, there are many disadvantages too which result into the creation of adverse effects in the organization.

One of the reasons for the elimination of unions is that they can be one of the biggest reasons for the hindrance in rewards and productivity of the labor in an organization. This disadvantage results from the strikes which are undertaken by the labor unions for different reasons at different intervals. The decisions to go on a strike, for the acquiring of improved working environment or wages, involves many such social and professional factors which can be a big harm to the performance of the organization and employees.

Moreover, the creativity, achievements and good performance of workers is not rewarded. Due to the strikes and labor union activities, the underachievers are also paid for their services same as the high performers. The union workers are normally hard to be fired, so they decrease the productivity as well as the profit potential of the organization. One of the other factors is that these unions make the individual employees lose their freedom of speech and the strength of voice in the organization (Baccaro, 2008).

The human resources management personnel are the major people to be playing the contributing role in binding the people of the organization together. They organize various activities through which the people in the workforce of the company come together and work with each other. Through this process, they come to know about each other in a better manner. When the new employees are inducted into the organization, they are welcomed and are made to know the other people of the company by the human resource management officer. All the breaks, free time and leisure is managed by the HR relations officer and the productive relations, proper association and communication of colleagues with each other are assured by them in a better manner.

The employee relations manager plays the role of a link or a connection between the management and the employees within the organization. He is even responsible to collect the information of the labor unions to assist its activities and collective bargaining roles. He also makes the employees aware of the labor law and suggests integrating them with the organizational activities and the departmental functions (Schultz, 1999).

The government in any country should play a positively contributing role in the management of human resource relations in an organization. It should act as a manager in maintaining the labor market, protecting the rights of employees, introducing motivating strategies and incentives for them, and should maintain a proper accountability system of the workforce of organization. During the times of crises and economic crunch, the government should take necessary steps to improve the relations between the employer and the employees and solve their problems regarding the

proper implementation of the laws, rights and legislations of labor in the organizations (Joseph P. & Goldberg, 2003).

References

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