

How process of control operate on public sector labor relation essay examples

[Business](#), [Employee](#)



A labor relation is a wide field that involves numerous interchanges between their employees and employers. The labor relation deal with the exchanges that involve the employees who fall in the non-union group. The government incorporates labor relation as a large section of their regulations, which provides guidelines to firms on how to treat their employees.

The National Relation Labor Act NRLA boosted this idea in US in 1935 where they discussed the labor rights. These rights included the right to bargain as the union members, and the right to take part in protests and involve in strike so as the organizations can meet their desires. The congress members gave an alternative name to NRLA act as the Wagner Act. The Supreme Court advocated the act in 1937 to cater for the employee's rights. The Wagner Act protected the government employees through the labor relation act, and later it formulated the Railway Labor Act to protect the public employees who worked with the air and railways.

The labor relations examine the boundary of employees on a global level; it covers issues that face the employers ranging from the world level to the unstable status of the economy. It also plays a significant role of reducing the negativity in the workforce. This is by taking note on the potential disasters and coming up with solutions to respond to damage control. For instance, in situations where the modern technology tends to replace the labors, the labor relations intervene by reducing the damage caused to the employees (Beik 2005 p. 33).

They provide such solutions through educative programs where they advice the employees to transfer to alternative fields in case such matters arises. It is also beneficial for employees to seek other work that complements them

based on their skills to avoid the completion with the technologies. The processes of control are vital in relation to the labor relation in the public sector because they maintain the standards on civil servants internationally. The control processes incorporates the participation of various bodies such as the International Labor Organization, which articulates for the employees right to associate and engage in collective bargaining.

They make labor convenient to the public when they fight against all forms of child labor and eliminate discrimination when it comes to recruiting the new employees. This control process allows employees to take part in Unions of their interest. This helps to discuss problems that affect them in their firm and find the relevant solutions in addressing them. The control processes protect employees from the interference caused by the public officials that may interfere with the administration process in the organization. They also create a peaceful atmosphere for negotiation when they discuss on applying of relevant terms they incorporate in labor force for effective employment.

The control process also assists in the provision of relevant facilities and creates time to allow them to attend their sessions in the unions. The reason to this is to implement their duties effectively in which their representatives protect their desires as the public employees. Through the control processes, the employees are able to realize the obligations that arise from the nature of work they do in the public firms. Based on my perception, Control remains a dominant factor to intervene for labor relations in the public sector because; they reach the appropriate national conditions, which promotes the negotiation of employment terms concerning the public employees.

Concerning freedom in the association and development, there are arguments that freedom is an obstacle to development, but when they reverse the issue according to the employment perspective, it is clear that lack of development tend to affect the progress of the association. These factors tend to affect the freedom of participating in unions because the opposers perceive such associations as factors that affect the development in the economy. They claim that when the employees and their representatives assemble in their associations, they tend to discuss issues to do with wage negotiations and employment policies, which is all about favouritism. According to them, such issues affect the economy of the country because it calls for the government to intervene, concentrate more on their issues, and forget to fulfill the other vital needs of the state.

The enforcement of these control process is significant to the labor relations because they assist in increasing the labor productivity, and they provide a conducive environment for employees to invest and develop reducing conflicts in the industry. There are arguments that, labor and industrial relation affects the progress of the economy of the nation, and society The control process provides regulations that enable employees to carry out their duties in an orderly manner. For instance, the International Labor Standards provide the relevant labor terms and procedures to enhance the achievement of effective work at both the business and the national level.

This body also facilitated the bargaining process, to cater for the needs of the labors as per the agreements. They incorporated the voluntary system in labor relations, which lead to the fundamental freedom ranging from the freedom to take part in industrial work and decisions, freedom of association,

and finally, contract and bargaining collectively. The managerial control had an impact to employers in a way that, it implemented the rules that lead to the regulation of their employee's wages and provided a solution to their conditions, which reduced the costly conflicts.

The control processes brought changes through the regulations and rules that made the employees union be recognized unlike in the earlier periods in which there was no enforced law to cater for the needs of the union. These changes allowed the workers to carry out the collective bargaining process without fearing the pressurized misleading groups that were against the idea. The control processes use educative programs to pass the labor related information to the employees to enable them to act in an organized manner when presenting their problems for the government to solve.

This assists the government to provide directions to solve their problems by participating in their collective bargains and offering a long-term solution. The personnel from the control panel instill knowledge to the employees which enable them to understand that, there is an impossibility of demanding their needs to be accomplished, when they are not indicated anywhere in the law. Through them, the employers get to understand that, their issues can only be solved if their representatives present them in law form.

This is vital because it enables employees to realize the importance of laws when it comes to guiding and governing them when they present their issues. The control procedures through their advisers provide a way forward for the employee to be able to join the unions and note that the government

has no constitutional rights that result to actions such as bargaining with the union.

An employer becomes aware that he or she may face force to bargain with officials from the public sector only if the state passes the law. The control process also plays a vital role of preventing the impact of labor to the public sector to stop it from affecting the people and the nation's economy.

This is evident when they prevent the actions from the labor unions that result to providing effective services to people and avoiding the issues to do with strike, which affects the society and contributes to lagging behind of a nation. It also reveals the relevance of the public labor to the city residents because they are the people who benefit from such services. There are arguments that the public employees should seek alternatives to the private sector, but from the control process, the employees are able to know their rights to assist them to make decisions as moving to such directions only allows them to be employed temporarily because they lack unions.

They also educate the employees how the labor cost could affect the budget of the nation leading to inflation. This implies that the employees should only take part in demonstration when necessary to avoid such inconveniences.

The above analysis explains why the control process still dominates the operation conducted in the labor relations based on a public sector..

Work Cited

Beik, Mildred A.. Labor relations. Westport, CT: Greenwood Press, 2005. Print.