

IR-ER CERTIFICATION PROGRAM

ABOUT THE PROGRAM

The program is designed to provide in-depth applied skills for professionals assigned to manage industrial relations employee relations functions and offers an extensive blend of theories and practical in this field. The program serves as an excellent forum for participants to obtain wider insight into the broad spectrum encompassing Industrial Relations and Labour Laws in India and its application within the human resource management in the organisation.

COURSE OBJECTIVE

1. To equip participants with ways to identify preventative and proactive IR-ER strategies in order to effectively strengthen employer-employee relationships through resolving workplace issues and handle complex challenges
2. Develop and Practice Core skills specific to IR-ER to recognize and deal with problem situations and to minimize exposure to litigation
3. Understand and apply employment laws and compliances applicable to workplace

COURSE STRUCTURE:

Changing Contour of Employee Relations	Future of Business, Business Competition at Domestic and Global Level for developing the Competitive Edge and Future of Work, Changing Paradigm of the Workforce & Work Place, Changing Workplace Behaviour, Understanding the Role, Rights & Responsibilities and commitment needs of Employees, Understanding attitude towards future of Employee, Diversity and inclusion for a Globalised Economy, Role of Union/collective workforce in Current and Future Context.
Engaging and building Employee-	Communicating in the Digital age, Foundations of Employee Inspiration & Motivation, Managing Conflicts and art of Influencing for Harmony within the Organisation, Managing

<p>Employer Partnership in the Digital age</p>	<p>Virtual Workforce. Virtual connect including international assignments, Managing and implementing Transformational Change with Agility in workforce practices, Power of Collaboration, Role of Social Media in changing Employee-Employer Relationship</p>
<p>Core Competencies for Employee Relations</p>	<p>Proper understanding of Employee Engagement, OD Interventions and Organisational sustainability and Growth. Role of Leaders and Leadership for Organisation stability and growth. Core Drivers of Employee Relations, Delivery Enablers of Employee Relations, Employee Relations Manager as a Coach, Values & Accountability at workplace, Influencing Ethical Behaviour.</p>
<p>Compliance and Practices (IR-ER)</p>	<p>Laws impacting Employee Relations and Ensuring Legal Compliance, Upcoming Laws like Code of wages, Understanding and managing Government(as Legislator) & other external stakeholders like community , investors, Managing Exits & downsizing, Equipping to manage and handle Unions, Collective Bargaining, Understanding International Labour Standards & Laws as an intervention to promote Employer of Choice best practices, Employee Relations Procedures -</p> <ul style="list-style-type: none"> - Disciplinary Procedures - Grievance Procedures and Handling - Health and Safety at Workplace