

CHAPTER 6

The human resource management function — employee relations

WHY IT IS IMPORTANT

For 200 years, Australia Post has provided an essential service in mail delivery throughout Australia. It has around 31 000 employees, representing 140 nationalities. In December 2013, the organisation won a coveted Australian Human Resources Institute (AHRI) Award for Workplace Relations. The award recognised Australia Post's first back-to-back enterprise agreement, which provided fair and sustainable wages for its employees, while incorporating workplace flexibilities necessary to allow for future change and development. The award also identified Australia Post's ability to maintain a stable and harmonious workplace, to avoid unnecessary industrial conflict, and to provide stability and certainty for all stakeholders in the business. Previous workplace agreements had been characterised by dispute and conflict within the organisation, but more recently Australia Post had been able to employ a strategy based on high levels of stakeholder engagement and transparency. This allowed the negotiation process to result in a mutually beneficial agreement.

WHAT YOU WILL LEARN

KEY KNOWLEDGE

Use each of the points below from the Business Management study design as a heading in your summary notes.



KEY SKILLS

These are the skills you need to demonstrate. Can you demonstrate these skills?

- accurately use relevant management terms
- research related aspects of human resource management using print and online sources
- analyse business literature, information and data
- evaluate key aspects of human resource management theory
- apply human resource management knowledge and concepts to practical and/or simulated situations
- evaluate different practices and processes for managing human resources

Chapter 6 The Human Resource Management Function Employee

JA Banks



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