

Chapter 6 – Additional Case Study Student (Strategic)

<https://vimeo.com/unionlearn/videos/page:1/sort:date>

For many employers working with the unions can present a strategic challenge. What are the benefits against what are the potential negatives? As we will see in detail in Chapter 10, a key development in the union movement over the last 15 years has been the promotion in partnership with employers of the learning agenda in the workplace. The lead body for this in the UK is TUC Unionlearn. The link above offers some excellent films covering different aspects of what this means in practice

Reflecting on the key issues of employment relation strategy we have considered in this chapter, what elements of that strategy might be positively supported by working with the unions in setting up a learning agreement and why?

Things to consider

- Note that in reality HR strategy can and does cut across all elements of people management. In terms of the learning agenda, for instance, employment relations is closely tied to strategy also of employee development
- Consider the notion of partnership. What does it mean to you? Crucially how is it perceived as an employment relations strategy by both the unions and their management counterparts?
- Identify the business case that is made for this approach to employment relations strategy.
- To what degree could this work in your organisation and why?
- Crucially, skills for life (numeracy and literacy) are seen as fundamental to business success for all organisations in the UK. To what degree for you can employment relations, having watched the films, contribute to this key element of any people management strategy?