Industrial Relations for HR Professionals Training Course

Professional Development Training Course Outline

Category	Trade Unions	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Industrial Relations (IR) is a critical pillar in modern Human Resource Management, ensuring workplace harmony, employee engagement, legal compliance, and sustainable productivity. In today's rapidly evolving business environment driven by labor law reforms, digital HR transformation, gig economy expansion, and unionized workforce dynamics, HR professionals must develop advanced capabilities in collective bargaining, conflict resolution, grievance handling, and employee relations strategy. Industrial Relations for HR Professionals Training Course is designed to equip HR practitioners with practical and strategic competencies to manage industrial relations in compliance-driven, high-performance organizations.

With increasing global emphasis on ESG (Environmental, Social & Governance), ethical labor practices, workforce well-being, and industrial peace, organizations are under pressure to build strong IR frameworks. HR professionals are expected to act as strategic mediators between management and employees while ensuring adherence to labor legislation, trade union regulations, dispute resolution mechanisms, and organizational policies. This program provides a comprehensive, hands-on approach using real-world case studies, simulations, and best practices to strengthen industrial harmony, negotiation power, and workforce stability in both unionized and non-unionized environments.

Programme Curriculum

Industrial Relations for HR Professionals Training Course

Introduction

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Course Duration

10 Days

Course Objectives

1. Understand Industrial Relations frameworks & labor law compliance systems
2. Develop expertise in collective bargaining and negotiation strategies
3. Strengthen skills in employee grievance handling & dispute resolution
4. Build capability in trade union management and engagement
5. Apply labor legislation and regulatory compliance (ILO standards, national laws)
6. Enhance workplace conflict management and mediation techniques
7. Design effective employee relations strategies for workforce stability
8. Implement disciplinary procedures and fair HR practices
9. Improve industrial peacebuilding and organizational communication
10. Manage strike, lockout, and labor unrest situations effectively
11. Strengthen HR legal risk management and compliance auditing
12. Apply HR analytics for workforce behavior and IR forecasting
13. Build strategic HR leadership in industrial relations governance

Target Audience

1. HR Managers and HR Business Partners
2. Industrial Relations Officers
3. Employee Relations Specialists
4. Line Managers and Supervisors
5. Plant/Factory HR Executives
6. Labor Union Representatives
7. Compliance and Legal Officers
8. Organizational Development Professionals

Course Modules

Module 1: Foundations of Industrial Relations

- IR concepts, scope, and evolution
- Stakeholder roles in IR systems
- Industrial harmony fundamentals
- HR’s strategic IR role

- Global IR best practices
- **Case Study:** Labor relations transformation in manufacturing sector

Module 2: Labor Laws & Compliance Framework

- National labor law structure
- Employment standards regulations
- ILO conventions overview
- Compliance auditing methods
- Legal documentation practices
- **Case Study:** Labor law violation penalties in corporate setup

Module 3: Trade Unions & Collective Bargaining

- Union formation and structure
- Collective bargaining process
- Negotiation stages
- Employer-union relationship models
- Bargaining power dynamics
- **Case Study:** Successful wage negotiation in automotive industry

Module 4: Conflict Management in Workplace

- Sources of workplace conflict
- Conflict escalation models
- Resolution frameworks
- Mediation techniques
- HR intervention strategies
- **Case Study:** Resolving interdepartmental dispute in IT firm

Module 5: Grievance Handling Systems

- Grievance procedures design
- Employee complaint mechanisms
- Investigation processes
- Documentation standards
- Fair hearing principles
- **Case Study:** Grievance escalation in logistics company

Module 6: Disciplinary Action & Code of Conduct

- Disciplinary policies structure
- Misconduct classification
- Investigation procedures
- Warning and termination process
- Legal safeguards
- **Case Study:** Wrongful termination dispute resolution

Module 7: Industrial Disputes & Resolution

- Types of industrial disputes
- Arbitration and conciliation

- Legal dispute resolution bodies
- Settlement agreements
- HR mediation role
- **Case Study:** Strike resolution in textile industry

Module 8: Employee Relations Strategy

- ER policy development
- Employee engagement tools
- Communication frameworks
- Trust-building strategies
- Workplace culture alignment
- **Case Study:** Employee retention improvement in retail chain

Module 9: Negotiation Skills for HR

- Negotiation psychology
- Win-win bargaining strategies
- BATNA concepts
- Communication tactics
- Stakeholder alignment
- **Case Study:** Contract negotiation in construction sector

Module 10: Workplace Ethics & Compliance

- Ethical HR practices
- Corporate governance
- Whistleblowing systems
- Compliance monitoring
- Ethical decision-making
- **Case Study:** Ethical breach handling in finance company

Module 11: Industrial Peace & Harmony

- Peacebuilding strategies
- Employee satisfaction drivers
- Trust-building mechanisms
- Preventive IR systems
- Engagement programs
- **Case Study:** Reducing labor unrest in production plant

Module 12: HR Analytics in IR

- Workforce data analysis
- Predictive IR modeling
- Absenteeism tracking
- Turnover insights
- Dashboard reporting
- **Case Study:** Predicting strike risk using HR data

Module 13: Crisis Management in IR

- Strike management strategies
- Lockout handling
- Emergency communication plans
- Business continuity planning
- Stakeholder coordination
- **Case Study:** Crisis handling in public sector strike

Module 14: Global Industrial Relations Trends

- Gig economy impact
- Remote workforce IR challenges
- Automation and labor shift
- Global labor standards
- Future of work trends
- **Case Study:** Remote workforce dispute resolution

Module 15: Strategic HR Leadership in IR

- Strategic HR planning
- Leadership influence in IR
- Policy formulation
- Organizational alignment
- Future-ready IR systems
- **Case Study:** Transformation of IR system in multinational company

Training Methodology

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

Ready to enroll or request a customized program? Book online or contact us:

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