

## 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

**J Elliott**



## **Chapter 6 The Human Resource Management Function Employee:**

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## **Table of Contents Chapter 6 The Human Resource Management Function Employee**

1. Understanding the eBook Chapter 6 The Human Resource Management Function Employee
  - The Rise of Digital Reading Chapter 6 The Human Resource Management Function Employee
  - Advantages of eBooks Over Traditional Books
2. Identifying Chapter 6 The Human Resource Management Function Employee
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Chapter 6 The Human Resource Management Function Employee
  - User-Friendly Interface
4. Exploring eBook Recommendations from Chapter 6 The Human Resource Management Function Employee
  - Personalized Recommendations
  - Chapter 6 The Human Resource Management Function Employee User Reviews and Ratings
  - Chapter 6 The Human Resource Management Function Employee and Bestseller Lists
5. Accessing Chapter 6 The Human Resource Management Function Employee Free and Paid eBooks

- Chapter 6 The Human Resource Management Function Employee Public Domain eBooks
  - Chapter 6 The Human Resource Management Function Employee eBook Subscription Services
  - Chapter 6 The Human Resource Management Function Employee Budget-Friendly Options
6. Navigating Chapter 6 The Human Resource Management Function Employee eBook Formats
    - ePub, PDF, MOBI, and More
    - Chapter 6 The Human Resource Management Function Employee Compatibility with Devices
    - Chapter 6 The Human Resource Management Function Employee Enhanced eBook Features
  7. Enhancing Your Reading Experience
    - Adjustable Fonts and Text Sizes of Chapter 6 The Human Resource Management Function Employee
    - Highlighting and Note-Taking Chapter 6 The Human Resource Management Function Employee
    - Interactive Elements Chapter 6 The Human Resource Management Function Employee
  8. Staying Engaged with Chapter 6 The Human Resource Management Function Employee
    - Joining Online Reading Communities
    - Participating in Virtual Book Clubs
    - Following Authors and Publishers Chapter 6 The Human Resource Management Function Employee
  9. Balancing eBooks and Physical Books Chapter 6 The Human Resource Management Function Employee
    - Benefits of a Digital Library
    - Creating a Diverse Reading Collection Chapter 6 The Human Resource Management Function Employee
  10. Overcoming Reading Challenges
    - Dealing with Digital Eye Strain
    - Minimizing Distractions
    - Managing Screen Time
  11. Cultivating a Reading Routine Chapter 6 The Human Resource Management Function Employee
    - Setting Reading Goals Chapter 6 The Human Resource Management Function Employee
    - Carving Out Dedicated Reading Time
  12. Sourcing Reliable Information of Chapter 6 The Human Resource Management Function Employee
    - Fact-Checking eBook Content of Chapter 6 The Human Resource Management Function Employee
    - Distinguishing Credible Sources
  13. Promoting Lifelong Learning
    - Utilizing eBooks for Skill Development

- Exploring Educational eBooks
14. Embracing eBook Trends
- Integration of Multimedia Elements
  - Interactive and Gamified eBooks

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