Labour Relations in Manufacturing Industries 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

Labour relations in manufacturing industries play a critical role in ensuring industrial harmony, productivity optimization, workforce stability, compliance management, and sustainable organizational growth. In today's rapidly evolving industrial ecosystem driven by automation, globalization, digital HR systems, and workforce diversification, effective labour relations have become a strategic necessity rather than just a legal requirement. Manufacturing organizations must continuously manage employee engagement, collective bargaining, dispute resolution, labour law compliance, and union-management relations to maintain uninterrupted production cycles and competitive advantage.

Labour Relations in Manufacturing Industries Training Course is designed professionals, supervisors with advanced competencies in labour law frameworks, negotiation strategies, grievance handling systems, conflict resolution mechanisms, and workplace communication models. It integrates modern industry practices such as lean workforce management, predictive labour analytics, digital HR transformation, and ethical labour governance, enabling participants to build resilient industrial relations systems that reduce disputes, enhance productivity, and strengthen organizational trust.

Programme Curriculum

Labour Relations in Manufacturing Industries Training Course

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Course Duration

10 Days

Course Objectives

1. Understand industrial relations frameworks and labour law compliance
2. Master collective bargaining and negotiation strategies
3. Develop expertise in conflict resolution and grievance handling systems
4. Enhance employee engagement and retention strategies
5. Apply disciplinary procedures and workplace fairness principles
6. Strengthen union-management relationship management skills
7. Implement labour dispute prevention mechanisms
8. Build capability in workplace mediation and arbitration processes
9. Improve HR compliance auditing in manufacturing environments
10. Leverage digital HR tools for labour relations management
11. Promote safe, ethical, and inclusive workplace culture
12. Analyze industrial disputes and case law applications
13. Integrate strategic workforce planning and labour productivity models

Target Audience

- HR Managers and HR Officers in manufacturing
- Industrial Relations (IR) Managers
- Plant and Factory Managers
- Trade Union Representatives
- Supervisors and Line Managers
- Legal and Compliance Officers
- Operations Managers
- Labour Welfare Officers

Course Modules

Module 1: Fundamentals of Labour Relations

- Evolution of labour relations systems
- Role of stakeholders in manufacturing
- Labour market dynamics
- Industrial peace vs conflict
- Legal foundations of IR
- **Case Study:** Toyota Production System labour harmony model

Module 2: Labour Laws & Compliance Framework

- Key labour legislations overview
- Compliance reporting systems
- Legal obligations of employers
- Penalties and dispute implications
- Inspection and audit readiness
- **Case Study:** Factory compliance failure in textile industry

Module 3: Collective Bargaining Systems

- Bargaining structures and processes
- Negotiation stages and outcomes
- Wage agreements and contracts
- Power balance in negotiations
- Strategic bargaining techniques
- **Case Study:** Automotive industry wage negotiation settlement

Module 4: Trade Unions & Union Dynamics

- Union formation and structure
- Union leadership roles
- Employer-union engagement
- Conflict escalation patterns
- Union trust-building strategies
- **Case Study:** Unionization in electronics manufacturing plant

Module 5: Grievance Handling Mechanisms

- Types of employee grievances
- Formal grievance procedures
- Documentation systems
- Escalation frameworks
- Resolution timelines
- **Case Study:** Grievance resolution in assembly line workforce

Module 6: Conflict Resolution in Workplace

- Sources of workplace conflict
- Mediation techniques
- Negotiation psychology
- Conflict de-escalation methods
- Win-win resolution models
- **Case Study:** Shift conflict in steel manufacturing unit

Module 7: Disciplinary Procedures & Ethics

- Progressive discipline systems
- Code of conduct enforcement
- Fair hearing processes
- Misconduct categorization
- Legal safeguards

- **Case Study:** Misconduct handling in chemical plant

Module 8: Employee Engagement Strategies

- Motivation frameworks
- Recognition systems
- Communication channels
- Engagement surveys
- Retention drivers
- **Case Study:** High turnover reduction in garment factory

Module 9: Workplace Communication Systems

- Vertical and horizontal communication
- Feedback mechanisms
- Digital communication tools
- Crisis communication
- Transparency models
- **Case Study:** Communication breakdown in production delay crisis

Module 10: Industrial Dispute Management

- Types of industrial disputes
- Legal resolution mechanisms
- Strike and lockout management
- Arbitration processes
- Preventive strategies
- **Case Study:** National-level transport strike resolution

Module 11: Health, Safety & Labour Welfare

- OSHA-style safety systems
- Worker welfare programs
- Risk assessment models
- Accident reporting systems
- Safety culture development
- **Case Study:** Factory safety reform after major accident

Module 12: Performance & Productivity Relations

- Productivity-linked incentives
- Performance appraisal systems
- Workforce optimization
- KPI-based monitoring
- Continuous improvement culture
- **Case Study:** Lean manufacturing productivity turnaround

Module 13: Digital HR & Labour Analytics

- HR information systems
- Predictive workforce analytics
- Attendance automation

- AI in HR decision-making
- Data-driven labour insights
- **Case Study:** Predictive absenteeism reduction system

Module 14: Negotiation & Mediation Skills

- Advanced negotiation tactics
- Mediation frameworks
- Emotional intelligence in IR
- Stakeholder alignment
- Settlement drafting
- **Case Study:** Multi-party wage negotiation success

Module 15: Strategic Industrial Relations Management

- IR policy development
- Risk forecasting models
- Long-term workforce planning
- Corporate governance alignment
- Sustainability in labour relations
- **Case Study:** Global manufacturing IR transformation strategy

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:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com