Qualitative Research Methods in Industrial Relations 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

Qualitative Research Methods in Industrial Relations (IR) are essential for understanding the complex human, organizational, and socio-economic dynamics that shape workplaces today. In an era driven by workforce transformation, employee engagement analytics, labor market disruptions, gig economy expansion, and ESG-driven HR practices, qualitative approaches provide deep insights that quantitative data alone cannot capture. Qualitative Research Methods in Industrial Relations Training Course equips participants with advanced skills in ethnographic research, phenomenological analysis, grounded theory, case study design, thematic coding, and labor relations intelligence gathering to solve real world problems.

As organizations face increasing challenges such as workplace conflict resolution, union-management negotiations, employee well-being, diversity and inclusion (D&I), remote work adaptation, and digital labor platforms, qualitative research becomes a strategic tool for evidence-based decision-making. Participants will learn how to gather, analyze, and interpret rich narrative data from interviews, focus groups, observations, and document analysis to improve industrial harmony, policy development, HR strategy, and organizational performance.

Programme Curriculum

Qualitative Research Methods in Industrial Relations Training Course

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Course Duration

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Course Objectives

1. Understand foundations of Qualitative Research in Industrial Relations (IR analytics)
2. Apply ethnographic workplace studies for labor behavior insights
3. Develop skills in semi-structured and in-depth interviews
4. Conduct effective focus group discussions (FGDs) in workforce studies
5. Master thematic analysis and coding frameworks (NVivo-style thinking)
6. Explore grounded theory in labor relations research
7. Analyze union–management conflict patterns and negotiation behavior
8. Use case study methodology for workplace dispute resolution
9. Strengthen skills in employee engagement qualitative assessment
10. Interpret organizational culture and workplace climate data
11. Apply participatory research methods in HR and IR settings
12. Evaluate remote workforce dynamics and hybrid work environments
13. Produce actionable insights for HR strategy, labor policy, and compliance

Target Audience

1. HR Managers and HR Business Partners
2. Industrial Relations Officers and Labor Officers
3. Trade Union Leaders and Representatives
4. Organizational Development (OD) Specialists
5. Policy Makers in Labor and Employment Ministries
6. Academic Researchers in Sociology and HRM
7. Corporate Consultants in Workforce Strategy
8. Graduate Students in Industrial Relations, HRM, and Social Sciences

Course Modules

Module 1: Foundations of Qualitative Research in IR

- Introduction to qualitative paradigms in Industrial Relations
- Differences between qualitative vs quantitative IR research
- Role of narrative data in workplace analysis
- Ethical considerations in labor research
- **Case Study:** Factory workforce dissatisfaction study using interviews

Module 2: Research Design in Industrial Relations

- Formulating research questions in IR contexts
- Selecting qualitative research designs
- Sampling strategies (purposive, snowball, theoretical)
- Data triangulation techniques
- **Case Study:** Designing research for union strike analysis

Module 3: Ethnographic Research in Workplaces

- Participant observation techniques
- Workplace immersion strategies
- Recording field notes effectively
- Cultural interpretation of labor behavior
- **Case Study:** Ethnography of informal sector workers

Module 4: Interview Techniques in IR Research

- Semi-structured vs unstructured interviews
- Probing techniques for deep insights
- Building trust with respondents
- Managing bias in interviews
- **Case Study:** Interviewing laid-off employees in restructuring firms

Module 5: Focus Group Discussions (FGDs)

- Designing effective FGD guides
- Group dynamics and moderation skills
- Handling conflict in group discussions
- Data recording and transcription methods
- **Case Study:** FGD with union members on wage disputes

Module 6: Document and Policy Analysis

- Analyzing HR policies and labor laws
- Organizational document interpretation
- Media and communication analysis
- Legal frameworks in IR research
- **Case Study:** Analysis of collective bargaining agreements

Module 7: Grounded Theory in IR

- Inductive theory building process
- Open, axial, and selective coding
- Constant comparative method
- Theory development from workplace data
- **Case Study:** Developing theory on employee turnover

Module 8: Thematic Analysis & Coding

- Identifying patterns in qualitative data
- Manual vs software-assisted coding
- Theme development strategies
- Data categorization techniques

- **Case Study:** Coding employee grievance narratives

Module 9: Labor Relations Conflict Analysis

- Sources of workplace conflict
- Conflict mapping techniques
- Stakeholder analysis in IR disputes
- Resolution frameworks
- **Case Study:** Factory strike resolution mapping

Module 10: Organizational Culture Studies

- Understanding workplace culture dimensions
- Symbolic interpretation of behavior
- Culture audits in organizations
- Subcultures in labor environments
- **Case Study:** Culture study in multinational corporation

Module 11: Employee Engagement Research

- Measuring engagement qualitatively
- Motivation and satisfaction indicators
- Behavioral observation methods
- Linking engagement to productivity
- **Case Study:** Employee engagement in service industry

Module 12: Participatory Research Methods

- Involving employees in research process
- Co-creation of knowledge in IR
- Action research cycles
- Empowerment-based methodologies
- **Case Study:** Participatory research in cooperative unions

Module 13: Digital & Remote Work Research

- Studying hybrid work environments
- Virtual ethnography methods
- Remote employee behavior tracking
- Digital communication analysis
- **Case Study:** Remote workforce productivity in IT firms

Module 14: Industrial Relations Policy Evaluation

- Policy impact qualitative assessment
- Stakeholder feedback analysis
- Compliance and governance review
- Labor law effectiveness studies
- **Case Study:** Evaluation of minimum wage policy implementation

Module 15: Reporting & Presentation of Qualitative Findings

- Structuring qualitative research reports

- Data visualization for narrative insights
- Storytelling in IR research
- Policy recommendation writing
- **Case Study:** Final report on union negotiation outcomes

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

Start Date	End Date	Location	Price
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

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