

# Part X

## Employee Relations

Employee or employment relations are concerned with generally managing the employment relationship with particular reference to terms and conditions of employment, issues arising from employment, providing employees with a voice and communicating with employees. Employees are dealt with either directly or through collective agreements where trade unions are recognized.

Employee relations cover a wider spectrum of the employment relationship than industrial relations, which are essentially about what goes on between management and trade union representatives and officials. This wider definition recognizes the move away from collectivism towards individualism in the ways in which employees relate to their employers.

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