

4 Relations

4.1 Legal Framework of Human Resources Management

Wage policy is a set of guidelines, based on studies and assessments, designed to evenly distribute the amounts budgeted to compensate staff over a period of time, according to the merits and effectiveness of each.

In general, the compensation received varies according to the difficulty of the job, with supply and demand, with the ability, responsibility and education required for their execution, etc. These generalizations are true, but they do not apply to specific cases and get specific rewards.

For this, we have created several evaluation systems :

- 1. Grading System of posts** : implies that several people, usually in committee meetings, evaluate the descriptions of the jobs and graduate in order of importance to the company. So fixing the salaries of certain positions within the scale and interpolate the rest.
- 2. Classification system** involves implanting degrees or classes of jobs in which you set the posts. It is used in the company and themselves instead in Public Administration and the Armed Forces.
- 3. Factor comparison system** : Consists of five factors to evaluate each position : mental requirements, expertise, physical requirements, responsibilities and working conditions. After determining the monetary amounts for each factor can be determined by adding all such amounts paid for total compensation.
- 4. Points system** : is the most common method. Positions are analyzed by assessing the amount of skill, effort, responsibility, etc. conditions of the post, involved in each. Instead of using monetary amounts to determine the value of each factor, as in the factor comparison system, points are used to determine these weights.

4.2 Dynamics of Labor Relations

The individual employment relationships are what sets a lone worker directly with your employer or his representative. Collective labor relations are establishing a union or group of unions with a company or employer organization, or a group of one or the other.

In the individual employment relationship, the employee is in a situation of dependence or subordination of the employer. That legal inequality hinders the possibility of a contractual relationship between the parties, since the will of the worker is affected. Additionally, the worker usually be in a situation of economic weakness against the employer. For this reason Suppiot Alain has held that civil law fails when you try to be applied to the individual employment relationship and that the world of work can only be civilized if the worker is organized in unions and negotiate collectively with this system everything is sold and bought land goods and labor.

4.3 Negotiation and Administration Collective Labor Agreement

Internationally employers are grouped into a single organization , the International Organization of Employers (IOE) , while workers are organized in two plants , the majority Trade Union Confederation (ITUC) and the Federation of Trade Unions (WFTU) , Communist Trend .

Also, both employers and workers are organized by branches of industry (construction , metallurgy , textile, mining, hotel , etc. .) . Since the late 80s , sectoral organizations of employers and workers have begun signing international framework agreements (IFAs) , in order to ensure minimum labor rights worldwide .

International labor relations have shown a large increase in its importance from globalization.

4.4 Unions and Labor Relations

Unions

Unions , after meeting with its affiliates , inform and reach prior or become aware of the needs of the moment , negotiate on behalf of these (collective bargaining) wages and working conditions (hours , breaks, holidays , licenses, professional , etc. .) giving rise to the collective bargaining agreement .

The union 's main objective is the welfare of its members , ie ensure decent conditions of safety and hygiene and generated by the unit , enough bargaining power to establish a dynamic of social dialogue between employers and workers. Freedom of association for workers to create, organize , join , do not join or leave , change union is free and without interference from the state , employers, employers or other unions.

Union Problems

Certain sectors of liberalism consider union activity contrary to the regulation of the economic sphere as to grant certain privileges to unionized workers against the self-employed who choose not to join. With this argument , some employers come to restrict the freedom of association of workers non- union requiring as a condition .

Anthropologists Korstanje Maximilian & Geoffrey Skoll explains away the political manipulation of fear. Experts suggest that while fear continues to be a basic human emotion , impossible to manipulate , there are categories created to

tame uncertainty. One of these buildings is risk. The deposit to citizen the opportunity to be the architect of your own damage (definition of risk) , the ruling classes blur responsibility for the deprotection of the citizen . The state, in times of stability , market confers the power to protect the relationship between citizens , through two mechanisms : consumption and risk. But when the risk is out of control, the state appeals to the use of force , which reserves from a legal perspective . In the United States, the so-called terrorism has been functional braking interests of employee groups , and other sub- variant that struggled to certain demands . The risk - fear closes the borders outward generating an internal indoctrination that would otherwise not be possible. But specialists clarify , there is fear itself tactics by which this effect is achieved , but the sense of urgency , designed and manufactured by the modern capitalist system . Fear indoctrinates the autonomous organization of workers. In what was called border terrorist attack inside (when stripped of its violent effects) is called a strike.