

Changing Industrial relations & HR Realities: Challenges for employment relations professionals

The synopsis of this paper is to delve into the challenges faced by Tanzanian organizations in the area of employee / industrial relations. The paper speaker deliberates on the challenges encountered in the ER practice and winds up with potential solutions to the challenge.

The paper roadmaps through the current and future context of employee relations in Tanzania aiming to identify current ER trends, future issues and challenges and find potential solutions to ascertain the role an Employee Relations professional plays in the audacity to further the profession.

The issues to be addressed herein are challenges that have surfaced in practice making it difficult for organizations to function seamlessly including:

- enhance integration between workforce and business.
- create and sustain an organizational climate that optimizes overall growth and enables harmonious employee relations.
- Propose reforms in Labor Laws.