

### **LABOR POLICY AND ADMINISTRATION**

**IR 214 - Industrial Relations in the Public Sector** (3 units). Legal framework, mechanisms, issues concerning public sector industrial relations.

**PA 241 - Public Policy and Program Administration** (3 units). Overview and rationale of the field; disciplinary foundations of policy science and analysis; concept, methods, organization, and processes of policy making, analysis, and implementation, substantive methodological, and practical issues and problems of public policy and administration.

**IR 242 - Approaches to Labor Policy Analysis** (3 units). Approaches to labor policy planning, evaluation and research.

**IR 246 - Special Problems in Labor Policy and Administration** (3 units).

#### **D. Electives**

Courses Electives may be credited for all areas of specialization. Students may also avail of related courses in other Colleges.

**IR 205 - Wages and the Labor Market** (3 units). Theories on the labor market, analysis of wage and employment problems, determinants of wage levels and structures.

**IR 210 - Philippine Labor Movement** (3 units). History of the Philippine labor movement, in the context of industrialization and industrial policy.

**IR 212 - Job Evaluation & Wage/Salary Administration** (3 units). Critical examination of various job evaluation schemes, determinants of wage levels, wage structures & study of problems/ issues related to the implementation of compensation schemes.

**IR 213 - Organizational Behavior in Industrial Relations** (3 units). Interactions of organization, individuals, and groups in unions, management and government in industrial relations situations, with emphasis on sociological, psychological and cultural factors.

**IR 217 - Employee Benefit Programs** (3 units). Description and analysis of employee benefit programs in public and private employment, e.g. state insurance, pension schemes, provident funds and medicare.

**IR 285 - Seminar in Workers' Education** (3 units).

### **SCHOOL ADMINISTRATION**

Prof. Jonathan P. Sale, DPA  
Dean

Prof. Melisa R. Serrano, PhD  
College Secretary

Prof. Virgel C. Bingham, PhD  
Graduate Studies Program Coordinator

Prof. Rene E. Ofreneo, PhD  
Director, Center for Labor Justice

Prof. Ronahlee A. Asuncion, PhD  
Director, Center for Industry Productivity and Competitiveness

Prof. Emily Christi A. Cabegin, PhD  
Director, Center for Labor and Grassroots Initiatives

Ms. Lilian S. Cruz  
Administrative Officer

Ms. Jessie Rose M. Bagunu  
College Librarian

Ms. Natividad A. Mendigo  
Student Records Evaluator

Ms. Rowena D. Melican  
Building Administrator

#### **FULL-TIME FACULTY**

Prof. Maragtas S.V. Amante, PhD

Prof. Ronahlee A. Asuncion, PhD

Prof. Virgel C. Bingham, PhD

Prof. Emily Christi A. Cabegin, PhD

Prof. Rebecca S. Gaddi, PhD

Prof. Rene E. Ofreneo, PhD

Prof. Jonathan P. Sale, DPA

Prof. Melisa R. Serrano, PhD

Prof. Jorge V. Sibala

Prof. Ma. Virginia A. Teodosio, PhD

Prof. Maria Catalina M. Tolentino

#### **PART-TIME FACULTY**

Prof. Virgilio C. Aganon

Prof. Rosalio A. Aragon, Jr.

Prof. Benedicto Ernesto R. Bitonio, Jr.

Prof. Bach M. Macaraya, PhD

Prof. Sally S. Protacio

Prof. Gerardo A. Sadsad

Prof. Rolando S. Santos

Prof. Lorenzo B. Ziga

*For more information on the program and the application procedure, please contact:*



School of Labor and Industrial Relations  
University of the Philippines,  
Diliman, Quezon City

☎ Nos.: 928-6396, 981-8500 loc. 4077

Fax No.: 920-7717

Website: <http://www.solair.upd.edu.ph>



## **University of the Philippines**

**School of Labor and Industrial Relations**  
Diliman, Quezon City



# **Graduate Studies Program in**

## **Industrial Relations**

The **Master of Industrial Relations (MIR)** program aims to train qualified students, staff, supervisors, managers and leaders of unions, business enterprises, NGOs, government agencies, and educational institutions for a professional career in labor relations and human resource development/management.

The graduate program in industrial relations is multi-disciplinary and has integrated various disciplines such as sociology, economics, business administration, psychology, law, political science, public administration and statistics to give students general competence in the field. This is a ladder-type graduate program requiring students to finish core integrative courses, leading to a **Diploma in Industrial Relations (Dip IR)**, before continuing on to develop expertise (as an MIR degree holder) in any of the four areas of specialization – **Labor-Management Relations, Human Resource Development, Comparative Industrial Relations, & Labor Policy and Administration.**

#### COURSE COMPLETION REQUIREMENTS

The **Diploma in Industrial Relations (Dip IR)** is awarded to the student after completion of 21 units with an average grade of 1.75. The **Master of Industrial Relations (MIR)** degree has two (2) tracks: **Plan A: Thesis Option** which requires the completion of 27 units, with a 2.0 weighted average and the defense of both thesis proposal and the final thesis report (6 units); **Plan B: Comprehensive Examination Option** which requires the completion of 39 units, with a 2.0 weighted average and the passing of the MIR end comprehensive examination.

#### ADMISSION REQUIREMENTS

- Bachelor's degree**
- Currently working or with two (2) year work experience**
- Submission of the following documents:**
  - Birth Certificate (NSO Copy);
  - Marriage Contract (NSO Copy) if Married;
  - Original Transcript of Records;
  - Student Bio-Data;
  - Four (4) 2" x 2" pictures (recent)
  - Two (2) recommendations one from a former professor, another one from a former or current employer;
- Payment of P300.00 application & processing fee**

#### 5. Passing the entrance examination and interview

##### A. Core Courses for the DIP IR Degree

**IR 201 - Introduction to Industrial Relations (3 units).** Theories of industrial relations.

**IR 202 - Organization and Work (3 units).** Perspectives on organization and work, socio-cultural and behavioral theories, workplace diversity and change, modes of management control and employee participation, forms of employee resistance, work design and workplace flexibility.  
**Prerequisite IR 201**

**IR 204 - Labor and the Economy (3 units).** Basic principles, institutions and mechanisms in both the industry, as well as the national and global levels which define and mediate the role of labor in industrial relations and economic development, including policy issues and options.

**IR 207.1 - Employment Relations and Industrial Democracy (3 units).** Principles, jurisprudence, laws and rules covering employment contracts, labor-management relations, collective bargaining, strikes, and disputes settlement in the context of industrial democracy. **Prerequisite: IR 201**

**IR 207.2 - Labor Standards, Justice and Equity (3 units).** Current labor standards, wages, benefits, work conditions, safety and health, gender equality and related issues in hiring and promotion and affirmative action.  
**Prerequisite: IR 207.1**

**IR 299 - Research Methods in Industrial Relations (3 units).** Basic research concepts and statistical methods as applied to the field of industrial relations.

##### B. End Courses for the MIR Degree

**Plan A -- IR 299.1 - Quantitative Approaches in Industrial Relations (3 units).** Use of quantitative approaches in the analysis of current research problems in labor and industrial relations.  
**Prerequisite: IR 299/Equivalent research course from other disciplines**

**IR 300 -- Thesis Writing (6 units).**

**Plan B -- IR 289 - Seminar in IR and National Development (3 units).** An integrating course which provides an opportunity to integrate learning experiences in the field of industrial relations.

#### C. Areas of Specialization

##### LABOR-MANAGEMENT RELATIONS

**IR 211 - Collective Bargaining and Negotiations (3 units).** Philosophy, structures, practice of collective bargaining and negotiations, and other forms of labor management relations.

**IR 215 - Forms and Settlement of Industrial Conflicts (3 units).** Forms of workers' protest and the resolution of industrial conflicts.

**IR 216 - Special Problems in Labor Management Relations (3 units).**

**IR 281 - Seminar in Philippine Labor Relations Policy (3 units).**

##### HUMAN RESOURCES DEVELOPMENT

**IR 220 - HRD at the National Level (3 units).** Introduction to the concepts, policies and programs of HRD, comparative HRD systems and policies.

**IR 222 - HRD at the Firm Level (3 units).** HRD planning and program development and implementation at the firm level, roles of HRD in organizations and the relationships of HRD policies with other business policies of the organization.

**IR 225 - Design and Administration of Training Programs (3 units).** Training programs and methodologies as applied in business, government and industrial organizations. Emphasis is placed on integrating public & private efforts for training & development.

**IR 226 - Special Problems in Human Resources Development (3 units).**

##### COMPARATIVE INDUSTRIAL RELATIONS

**IR 231 - Comparative Labor Movements (3 units).** Evaluation and role of labor movements in selected countries of Europe, North America, Africa, Latin America and Asia.

**IR 236 - Special Topics in Comparative Industrial Relations (3 units).**

**IR 286 - Seminar in Workers' Participation in Management (3 units).** Concept and practice of worker participation in management, its origin, application and development; and determinants of participation and the efficacy of structures and processes.

**IR 287 - Seminar in Comparative IR (3 units).**