

The **Master of Industrial Relations (MIR)** program aims to train qualified students, staff/supervisors, and managerial members 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. Students are required to finish basic integrative courses, while developing expertise in any of the four areas of specialization in industrial relations – **Labor-Management Relations, Human Resource Development, Comparative Industrial Relations, & Labor Policy and Administration.**

CURRICULUM

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. After completion of 21 units, with a grade average of 1.75 qualified students are awarded a **Diploma in Industrial Relations.**

ADMISSION REQUIREMENTS

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

A. CORE COURSES FOR THE MIR 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 and 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 MIR

Plan A -- IR 299.1 - Quantitative Methods 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

1) LABOR-MANAGEMENT RELATIONS

IR 211 - Collective Bargaining and Industrial Democracy (3 units). Philosophy, structures, practice of collective bargaining and other forms of labor management relations in the context of industrial democracy.

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).

2) 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.

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

3) 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 efficacy of structures and processes.

4) LABOR POLICY AND ADMINISTRATION

IR 214 - Industrial Relations in the Public Sector

(3 units). Legal framework, mechanisms, issues concerning public sector in 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

Course 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 and issues related to the implementation of compensation schemes.

IR 213 - Organizational Behavior in Industrial Relations

(3 units). Interactions of organization, individuals, and groups in union, management and government, with emphasis on sociological, psychological and cultural factors.

IR 217 - Employee Benefits Program

(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 on Workers Education

(3 units).

THE SCHOOL FACULTY

FULL-TIME:

Dr. Marie E. Aganon

Dr. Maragtas S.V. Amante

Prof. Rohnalee A. Asuncion

Dr. Virgel C. Bingham

Dr. Geraldine C. Maayo

Prof. Bonifacio S. Macaranas

(College Secretary)

Dr. Rene E. Ofreneo

Atty. Jonathan P. Sale

Prof. Jorge V. Sibal (Dean)

Dr. Virginia A. Teodosio

Dr. Isagani F. Yuzon

(Graduate Program Coordinator)

LECTURERS:

Prof. Virgilio C. Aganon

Prof. Theresita V. Atienza

Atty. Cesario A. Azucena, Jr.

Atty. Nicolas B. Barriatos

Dr. Zenaida T. Bejasa

Atty. Benedicto Ernesto R. Bitonio, Jr.

Dr. Jose C. Gatchalian

Dr. Bach M. Macaraya

Atty. Gerardo A. Sadsad

Prof. Rolando S. Santos

Prof. Geodicio T. Sison

Prof. Ma. Catalina M. Tolentino

Atty. Lorenzo V. Ziga



University of the Philippines

School of Labor and Industrial Relations

(UP – SOLAIR)



Graduate Program

in

Industrial Relations

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



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