

CHAPTER 1

Introduction to the Field of Labor Relations

Chapter Objectives

At the end of this chapter, students are expected to:

1. demonstrate a clear understanding of the constitutional and statutory bases of labor relations;
2. analyze the exercise of management prerogatives in the hiring and firing of employees;
3. develop a clear understanding about the kinds of employees under the law;
4. propose solutions to the problem of illegal dismissal; and
5. apply the remedies available to employees in cases of illegal dismissal in real-life situations.

Introduction

Labor simply means physical toil, especially if done in exchange for wages. Labor may refer to a social class comprising those who do manual work for wages. In classical economics and all microeconomics, labor is one of the four factors of production, the others being land, capital, and enterprise.

It is a measure of the work done by human beings. There are macroeconomic system theories that have created a concept called human capital (referring to the skills that workers possess, not necessarily their actual work), although there are also counterposing macroeconomic system theories that think human capital is a contradiction in terms.¹

On the other hand, labor may refer to the amount of physical, mental, and social effort used to produce goods and services in an economy. It supplies the expertise, manpower, and service needed to turn raw materials into finished products and services.²

¹ Duka, *Labor Laws and Social Legislations*, 2019

² <https://www.thebalance.com/labor-definition> accessed on March 06, 2022

Cases And Materials On Negotiation Labor Relations And Social Problems

Daniel F McAuley



Cases And Materials On Negotiation Labor Relations And Social Problems:

Embracing the Beat of Phrase: An Psychological Symphony within **Cases And Materials On Negotiation Labor Relations And Social Problems**

In a global consumed by screens and the ceaseless chatter of instantaneous communication, the melodic beauty and mental symphony developed by the written term frequently diminish in to the backdrop, eclipsed by the constant noise and disturbances that permeate our lives. Nevertheless, situated within the pages of **Cases And Materials On Negotiation Labor Relations And Social Problems** an enchanting fictional prize full of natural feelings, lies an immersive symphony waiting to be embraced. Constructed by a masterful composer of language, that charming masterpiece conducts viewers on a psychological trip, well unraveling the concealed tunes and profound affect resonating within each carefully constructed phrase. Within the depths of the poignant review, we can explore the book is key harmonies, analyze its enthralling writing type, and surrender ourselves to the profound resonance that echoes in the depths of readers souls.

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