



The Study Summary

Research Problem

Traditional industrial relations system currently does not bring stability and balance between the parties to the industrial relations system of what ails the weaknesses in their performance towards resolving problems and conflicts that occur between the parties to the industrial relations system as quickly and efficiently and in a timely manner led to an increase of strikes and sit-ins

The importance of research

Emerged the importance of the study as it is one of the few studies that have monitored the role of the system of industrial relations in achieving stability and balance between the limbs, in addition to the Industrial Relations e new style based on assimilation, destruction and responsible use and active investment of information technologies and communications in the exercise of the basic functions of industrial relations traditional at various levels, and finally draw the attention of researchers of the importance of system of industrial relations e in resolving problems and disputes as quickly and efficiently and timely as to help achieve stability in the work environment, and create the appropriate environment for working relationships balanced in the interest of all parties to the production and the national economy and then social peace , and motivate them to study in order to enrich research, which can be a useful reference for anyone interested industrial relations system

Research Hypotheses

- 1 - There is a direct correlation between the continuation of the current situation of the traditional industrial relations system and the continuation of strikes and sit-ins
- 2 - There is a direct correlation between the application of the industrial relations system and the requirements of electronic components and solving the many problems and disputes between the parties to the industrial relations system as quickly and efficiently and in a timely manner without access to stage strikes and sit-ins

Research Methodology

In this the descriptive analytic method was used through two approaches (Entrances and previous approaches for solving the problem) and (field study)) by using a list of the survey tool to collect data

Search Results

- 1 - Lack of traditional industrial relations system currently leads to an increase in protests and strikes and sit-ins and conflicts that occur between the parties to the industrial relations system which affects the morale of employees, and thus to lower productivity
- 2 - need to apply the system of E-industrial relations whether at the national level or at the industry level or at the level of institutions and companies operating in Egypt, especially in light of technological changes and international economic and social transformation growing towards globalization and liberalization of international trade and the required programs for the conversion and structural changes and the effects of negative dimensions exacerbate the social and especially the phenomenon of unemployment and poverty, which underscores the need for a start in

establishing and strengthening the system of industrial relations in the electronic maintenance of working relationships stable and balanced, sophisticated and consistent with the standards of Arab and international labor

3 - the most important implications of system of E-industrial relations on the edge system of industrial relations of (transparency and clarity - the immediate exchange of data and information - trust and dialogue among the parties of the system - speed in resolving problems and disputes that arise between the parties to industrial relations in a timely manner and as soon as appropriate - the development of behavior positive for the employees - to participate in making and decision-making - to achieve compatibility between the organization's goals and objectives of the workers) as it works to achieve stability and balance and reduce strikes and sit-ins and protests between the parties to the system of industrial relations which is reflected in the end on the morale and job satisfaction for employees and thereby increase productivity and profits

4 - the most important constraints of the application system of E-industrial relations is in (the absence of appropriate legislation for the Industrial Relations Forum - a lack of funds necessary for the application - Lack of skills of qualified human of those techniques - the lack of transparency and the influence of groups of common interests - not full confidence in new technologies with regard to the continuity of its work - security and information systems of the lack of trust in the protection of confidentiality and security of personal dealings)

Research Recommendations

1 - The need to provide the necessary financial support for the application of electronic system of industrial relations

2 - The importance and the need for a climate legislature, especially as E-industrial relations can not be done only in an atmosphere that allows the creation of institutional structures and organizations of employers and workers of an independent engaged in the process of dialogue, consultation and negotiation between all parties to industrial relations in a free and equal on the issues that make up the concerns and requirements of the phase we live, and by amending the laws relating to industrial relations existing in proportion with the application of E-industrial relations in order to achieve the desired application of transparency, clarity and confidence, both between the parties to industrial relations or to protect the confidentiality and security of personal dealings in addition to the security of information systems and traded between those parties

3 - Uphold the principle of tripartism and collective bargaining and the promotion of mechanisms and activities and channels with the industrial relations to ensure the independence of each party's freedom of expression for his own interests in the field of labor relations, ensuring each other's rights, the most important rights and trade union freedoms, human rights

4 - The need to activate the role of trade unions and the independence and lack of government control them and interfering in its affairs and provide a democratic election of its members, especially as it became the General Federation of Trade Unions of Egypt in the eyes of the majority rules unions a platform to express the government is more pronounced than the workers, in addition to the necessity of activating the role to be More co-existence with the problems of workers, and in the case of continuous contact with the ground, and that the initiatives came from trade unions to fix the problems first hand, and not limit itself to the problems are presented only as a legitimate representative of the workers and the arrival of their votes honestly and objectively to decision-makers