

Analysing the relationship between unions and joint consultation committee : Case studies of Malaysian and Indonesian postal industries

Abstract

There has been a considerable degree of interest in the notion of joint consultation committee (JCC). In this paper, we examine process of JCC in Malaysian and Indonesian postal industries. The research focused on the implementation of JCC as a form of employee participation, followed by an evaluation of the model that best explained the practices in the postal industries. Both analysis were based on the work of Marchington (1992; 1994). Research findings indicate the adjunct model best explains the practices of JCC, whereas both JCC and collective bargaining (CB) have an integrative relationship for the beneficial of management and employees.