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Meaning of industrial relations

The term 'Industrial Relations' comprises of two terms- 'Industry' and 'Relations'. "Industry" refers to "any productive activity in which an individual (or a group of individuals) is (are) engaged". By "relations" we mean "the

relationships that exist within the industry between the employer and his workmen.”

Hence it can be said that, the term industrial relations explain the relationship between employees and management which stem directly or indirectly from union-employer relationship.

Definition of industrial relations

1. “The term industrial relations include recruitment selection and training of workers personals management as well as a collective bargaining policies and practices”

: Dale yoder

2. “The concept of industrial relation has been extended to denote the relations of the state with employers, workers and their organisation. The subject therefore includes individualrelations and joint consultation between employer and work people at their work place, collective relations between employers and their organisation and trade union and the part played by the state in regulating these relations.

:encyclopaedia Britannica

Scope of industrial relations

1. RELATIONS) Industrial relations is not an extraordinary relationship, but it is a functional interdependence in which there is a collective study of historical, economic, social, psychological, biological, technical, commercial, political, legal and other stages which are related to each other. . “If we consider industrial disputes (i.e. lack of good relations) as the focus of a circle, then that circle will be divided into different parts. For example, the study of the conditions of work comes mainly in the economic field of wage level and security of employment. The origin and development of disputes in the field of history; The social disintegration resulting from it in the field of sociology; The workers. The views of employers and the government and newspapers, etc., their cultural interactions in the field of social psychology, in the field of cultural ethics; Government policy which is adopted towards matters of dispute, in the field of political science; Statutory elements of dispute in the area of law; Industrial relations received in the form of international cooperation of workers and employers in the field of international relations; The effects of disputes (including administration on labour policy) in the field of public administration; And technical topics (such as the use of heat control and rationalization) in the technical

field and evaluation of profit or loss comes in the field of mathematics.”

1.Math

2.Economics

3.Sociology

4.Psychology

5.Politics

6.History

7.Rules

8.International relations

9.Public administration

10. Technology

Co- partners of industrial relation :

- 1. Workers workers and their organisations**
- 2. Managers and their organizations**
- 3. Role of government**

Objective of industrial relations

Industrial relations hold a high significance in the context of human resource management about addressing the industrial disputes in an organization.

The various other goals of carrying out such practices are as follows:

- **Handling Grievance:** Industrial relations aim to maintain cordial relationship between the management and the employees by resolving the disputes and setting up a mechanism to address the grievances of both the parties.
- **Mental Revolution:** It emphasizes on transforming the way of thinking of both the management and the workers. The employer must value the worker's contribution towards the organization, and at the same time, the employees must respect the authority of the management.
- **Employees' Rights Protection:** Under industrial relations, various acts (like in India National Labor Relations Act) and associations were formed to safeguard the rights and interests of the employees (irrespective of their membership of the labour union).
- **Contract Interpretation:** Industrial relations emphasizes on providing proper training to the supervisors and the managers on the labour law contracts to clarify any misunderstanding.
- **Boosting Morale:** The motivated workforce is the most efficient resource of the organization.

Therefore, industrial relations emphasizes on building employee's confidence and boosting their morale to perform better than before.

- **Collective Bargaining:** The worker's representative and the management put up their proposals in front of each other and negotiates over the same. This is to reach a mutual decision which is written down in a collective bargaining agreement.
- **Increasing Productivity:** Industrial relations aims at improving the efficiency and productivity of the organization by ensuring employees' long-term retention and minimizing the rate of their absenteeism.

Importance of industrial relations

1. The labours today are more educated and they are aware of their responsibilities and rights. Management has to deal with them not merely as factors of production, but as individuals having human dignity and self-respect. The objective is to change the traditional views of management and labour towards each other and develop mutual understanding and co-operation and work towards achievement of common goal. Good industrial relations lead to industrial peace and increase in production.

2. Joint consultation between employees and management paves the way for industrial democracy and they contribute to the growth of the organisation.

3. Conducive industrial relations motivate the workers to give increased output. Problems are solved through mutual discussions, workers' participation, suggestion schemes, joint meeting, etc. Good industrial relations, increase labour efficiency and productivity.

4. With increased productivity, the management is in a position to offer financial and non- financial incentives to workers.

Questions

Short :

- 1.**What is industrial relation?
- 2.** Who are the co- partners of industrial relation?

Long:

- 1.** Explain the objective of industrial relation in India.
- 2.**What are the importance of industrial relation in India?

Keywords

- 1.** International relations
- 2.** Collective bargaining
- 3.** Industrial dispute

References

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2. [Www.economicdiscussion.net](http://www.economicdiscussion.net)

Thanks