




Industrial Relations

- Industrial relations are concerned with the relationship between management and workers and the role of the regulatory mechanism in resolving any industrial dispute.

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- The International Labour Organization (ILO) stated that “industrial relations deal with either the relationships between the state and employers’ and workers’ organizations or the relations between the occupational organizations themselves”.





Good industrial relationship has the following advantages


- Reduces industrial disputes.
- Improves morale of workers.
- Develops positive attitude among employees.
- Promotes better amenities, wages and welfare measures.
- Improves production and productivity.

Objectives

- To safeguard the interests of the labour and the management by preventing one of the players from getting a strong hold over the other;

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- To develop and secure mutual understanding and good relationship among all the players in the industrial set-up.
 - To maintain industrial peace and harmony by preventing industrial conflicts

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- To improve the standard of living of the average worker by providing basic and standard amenities.
 - To increase productivity by minimizing industrial conflicts and maintaining harmonious industrial relations.

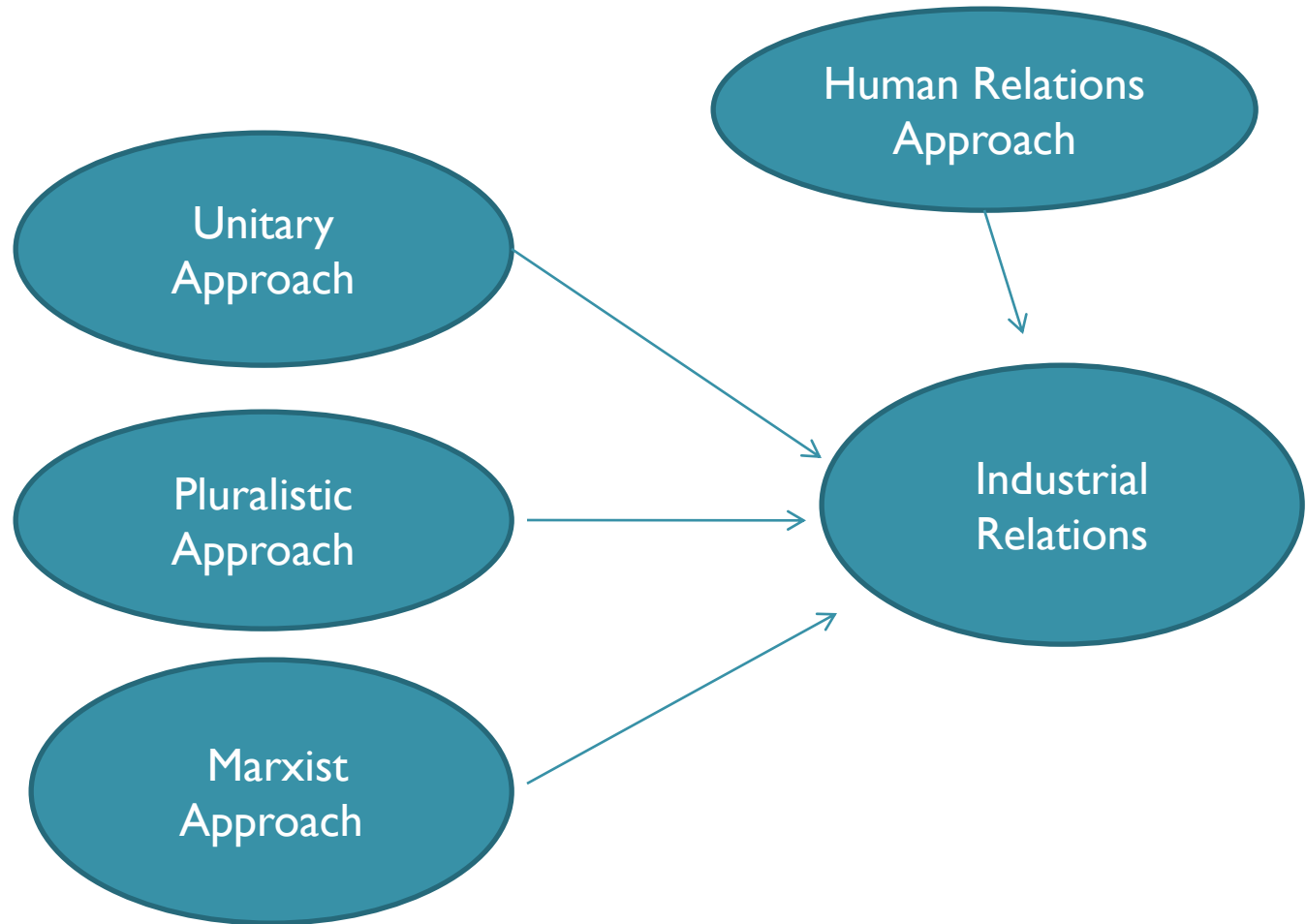
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- To ensure discipline in the organization and in the industry.
 - To provide a basic framework for the management and the employee to resolve their differences.
 - To improve the bargaining capacity of the workers through trade unions.



Parties to Industrial Relations

- **1. Employees**
- **2. Trade Unions**
- **3. The Management**
- **4. The Government**


Approaches to IR





IR Strategy

- Necessary to have a clear-cut strategy for IR.
- Reactive Strategies
- Proactive Strategies

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- IR Decisions-
 - **1. Communication**
 - **2. Relations**
 - **3. Competence**
 - **4. Discipline and Conflict**

Role of HRM

- Motivated and satisfied employees have no reason to indulge in strikes or gheraos.
- It is the role of HR manager to keep employees motivated and satisfied.