

Industrial relations



- *Industrial relations include the whole range of relations between workers , managers and government which determine the conditions under which work is done in all types of enterprise.(An organization created for business ventures)*
- *‘Managers’ are those who have the responsibility for the work of others in the organization*
- *‘Workers’ are those for whose work managers are responsible*
- *‘Government’ directly legislate certain terms of employment and regulate the interaction of managers and workers in varying degrees*

Industrial relations

- Industrial relations commonly denotes “employee- employer relations”
 - Industrial relations are born out of employment relationship in an industrial setting
 - Industrial relations with people who are the base of the industry
-

-
- The field of **industrial relations** (also called **labour relations**) looks at the relationship between management and workers, particularly groups of workers represented by a union.
-

Objectives of Industrial relations

- Congenial labor management relations
 - Regulate the production by minimizing industrial conflict thereby contributing to economic progress
 - Workers to have a say in decision making
 - Encourage and develop trade union
 - Avoiding industrial conflicts
 - To boost the discipline and morale of workers
-

There are three major players in industrial relations

1. Management / employers
 2. Labour /workers /employees
 3. Government / regulator
- To maintain harmonious relations between all three major players.
 - To contribute to economic prosperity of the country.
-

IR covers some of the following Areas

- Collective Bargaining : Negotiation about working conditions and terms of employment between employer and employee to reach an agreement
- Role of management, unions and government
- Machinery for resolution of industrial disputes :works committee ,
Concillatory officer(settlement) ,labor courts etc.
- Grievances,labor welfare and security
- Trade unions,workers participation
- Labour legislation : **Internal social responsibility to provide some basic amenities apart from pay, protect interest of workers, social welfare**

Three actors to IR

- Employee
 - Employer
 - Government
-

Employee

- Improve their condition of employment
 - Views in any grievances
 - Exchange view and ideas with management
 - Share in decision making
-

Trade Unions

- To redress the bargaining power of Individual worker.
 - To secure improved terms and conditions of employment.
 - To secure improved status for the worker in his or her work.
-

Employer

The employer see IR as

- Creating and maintaining employee motivation
 - Obtaining commitment from workforce
 - Achieving high levels of efficiency
 - Negotiating terms and conditions of employment
-

Government

- The govt. regulates the relationship between the management and the labour and seeks to protect the interest of both the groups.
 - The authority of the courts to settle legal disputes.
-

Conditions for Good Industrial Relations

- History of industrial relations (harmonious or rivalry)
- Economic satisfaction of workers (basic survival need)
- Enlightened and responsible labor unions
- Negotiation skills and attitude of management and workers (varying backgrounds, must possess empathy)
- Legislation :Govt intervention
- Social and psychological satisfaction : supportive climate along with economic rewards

Cause of Poor Industrial Relations

- Uninteresting nature of work : due to automation –role of worker reduced
- Political nature of unions : : *inter union rivalry, multiple unions, political parties involvement*
- Poor wages : Inequity in wages , complicated wage system
- Occupational instability : donot want changes in the job-fear or insecurity

Effects

- *Resistance to change, frustration and social cost , multiplier effect (total loss)*
-

Suggestions to improve Industrial Relations

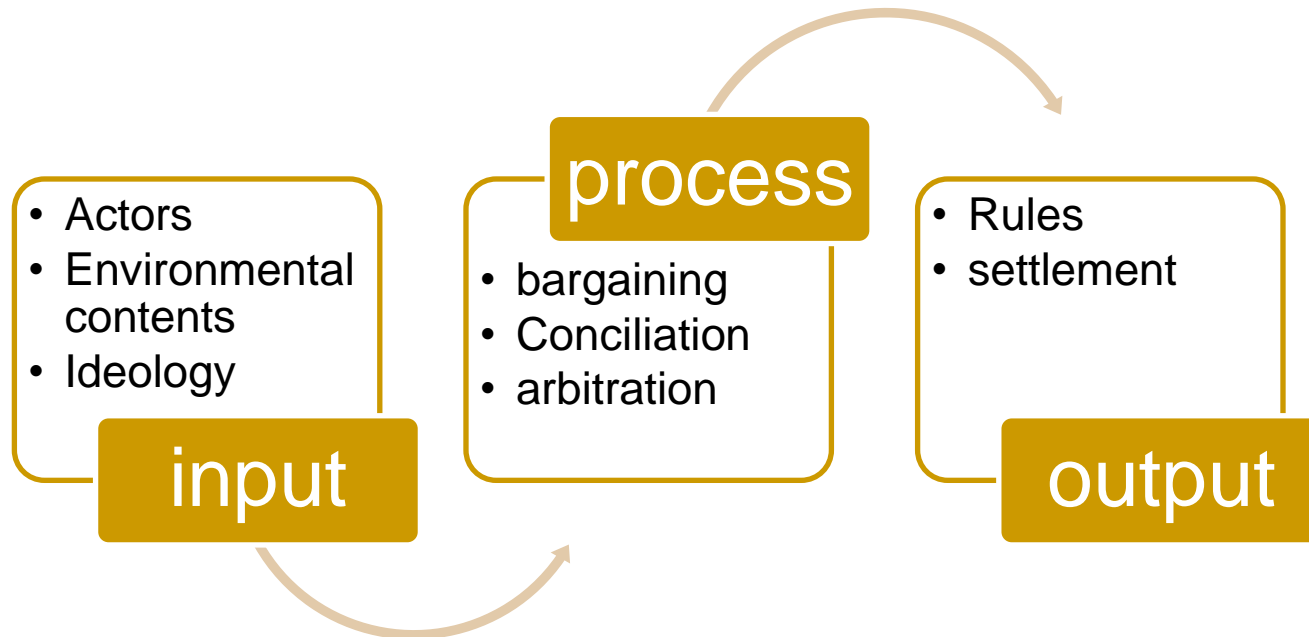
- Both management and union should develop constructive attitude towards each other
- All basic policies and procedures relating to IR should be clearly communicated to all
- Right kind of union leadership

Share more..... 😊

Approaches to IR

Systems approach

■ Systems framework by John Dunlop



-
- Actors: managers, workers and government agencies
 - Actors influenced by several forces in environment – technology, markets and power relation in society
 - Ideology: Though there is conflict among the actors but there is also a shared ideology and compatibility of ideas which help to resolve conflict by framing rules
 - The network or web of rules
-

Unitary approach

The organisation is, or should be, an integrated group of people with a single authority/loyalty structure and a set of common values, interests and objectives shared by all members of the organisation.

- Management's prerogative (i.e. its right to manage and make decisions) is regarded as legitimate, rational and Accepted
- Opposition to it (whether formal or informal, internal or external) is seen as irrational
- In short:
 - – the organisational system is in harmony
 - – conflict is unnecessary and exceptional

Pluralist approach

- Based on assumption that organization is composed of individuals who make up distinct sectional groups , each with its own interests , objectives and leadership.
- Recognition of diverging interests between workers, employers and government
- Conflict is the total range of behaviour and attitudes that express opposition and divergent orientation and it is perceived as both rational and inevitable.
- But focus is on framework of regulating work relationships-balance of power between management and trade unions
Conflict is necessary ,but it can be and needs to be managed and resolved

Marxist Approach

- If shared ideology than why is that conflict never ceases.
 - Conflicts can never cease until capital accepts that labor has right to an equal share in power.
 - Production system is privately owned and is motivated by profit.
 - IR is the study of 'processes' of control over work relations, Its about who controls , how , what and why.
-

Trusteeship

- Proposed by Mahatma Gandhi
 - Company accepts its total responsibility and management role becomes that of balancing all the claims upon the company.
 - Inherent responsibility to its consumers, workers, shareholders, and the community
 - Greater good
-

-
- So long as 60% of the workforce is in agriculture and contributes to 25% of the GDP , the lot of the workforce in agriculture cannot and will not improve. Discuss the strategies to deal with the issue?
-