



INDUSTRIAL RELATIONS

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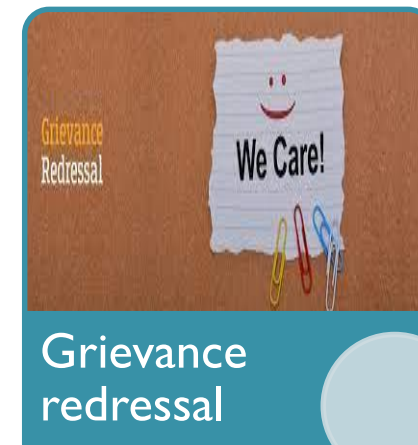
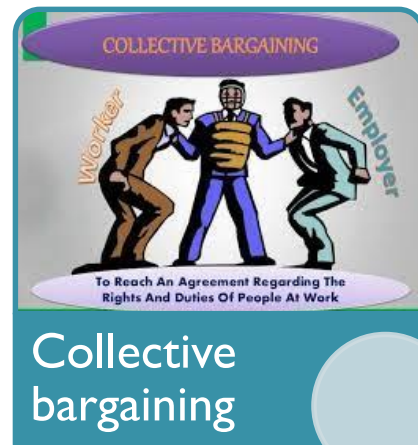
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Industrial Relation

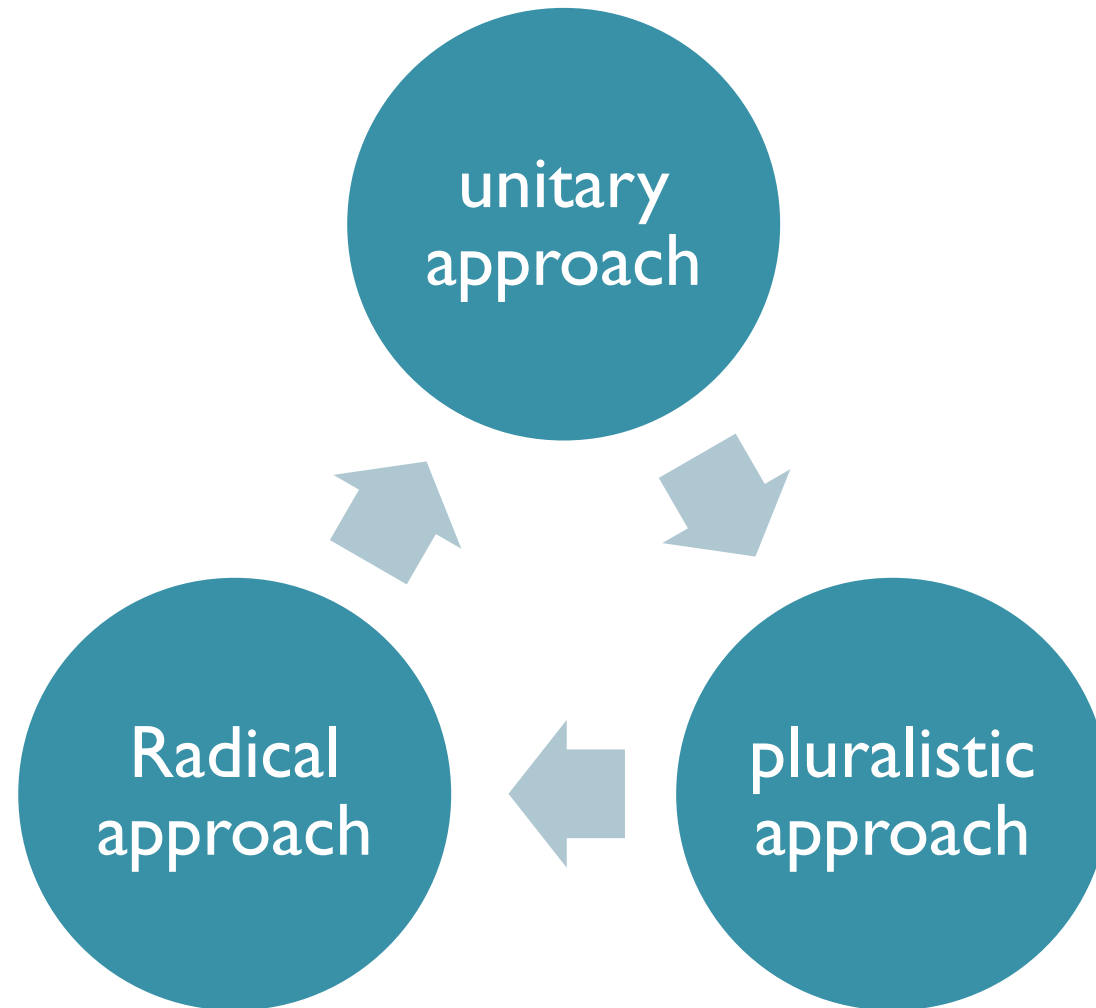
- The relationship between employers and employees in course of employment in industrial organisations,



Scope of Industrial Relation



Approach of IR



Trade union

- A trade union is an organisation made up of employees of an organisation and its membership must be made up mainly of workers.
- One of a trade union's main aims is to protect and advance the interests of its members in the workplace.
- Most trade unions are independent of any employer.

Trade Union



Function of Trade union

Militant function

Fraternal function

Political function

Ancillary function

Industrial Dispute

- An industrial dispute is defined as a conflict or a difference in opinion between management and workers regarding employment,
- It is a disagreement between an employer and employees representative,



Causes of Industrial Dispute

Economic
Factor

Management
Factor

Trade Union
Practices

Legal and
Political
Factors

Non
Economic
Factor

Code of Discipline

- To maintain harmonious relations and promote industrial peace.
- A Code of Discipline has been laid down which applies to both public and private sector enterprises.
- It specifies various obligations for the management and the workers with the objective of promoting cooperation between their representatives.



Dispute resolution and Industrial Harmony

- Industrial harmony refers to a friendly and cooperative agreement on working relationships between employers and employees for their mutual benefit



Grievance Management



- Grievance handling is the management of employee dissatisfaction or complaints to provide a safe environment for your employees to raise their concerns.



**Grievance
Management**

Nature of Grievance Management

Factual

Imaginary

Disguised

Causes of Grievance Management

Management Practices

- Management style
- Social Distance
- Communication Gap
- Supervisory Practices

Grievances resulting from personal maladjustment

- Negative attitude of Employee
- Health Problem
- Impractical Expectation

Working condition

- Rigid Production Standard
- Mismatch of Skill
- Lack of Tools
- Bad Environment

Identifying Grievances

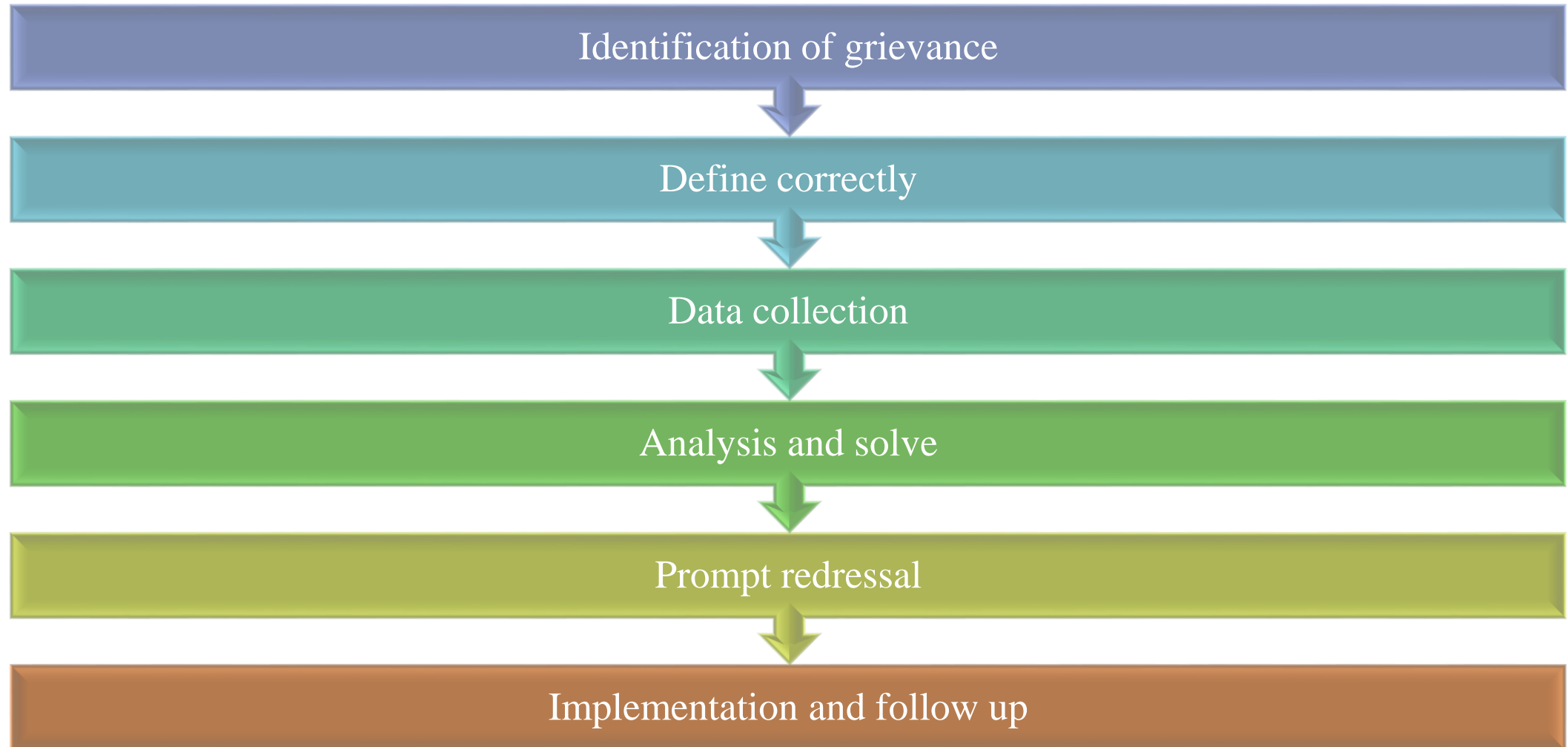
Observation

Open door policies

Exit Interview

Opinion Survey

Steps in Grievance Handling Procedure



Effect of Grievances

On
Production

On
Employee

On
managers

Collective Bargaining

- Collective bargaining is the process in which working people, through their unions, negotiate contracts with their employers to determine their terms of employment, including pay, benefits, hours, leave, job health and safety policies, ways to balance work and family, and more.

Collective Bargaining

Negotiations between a group of workers and a firm(s) over pay and working conditions



Features of Collective Bargaining

Collective

Equal Strength

Power
relationship

Bipartite Process

Issues in Collective Bargaining

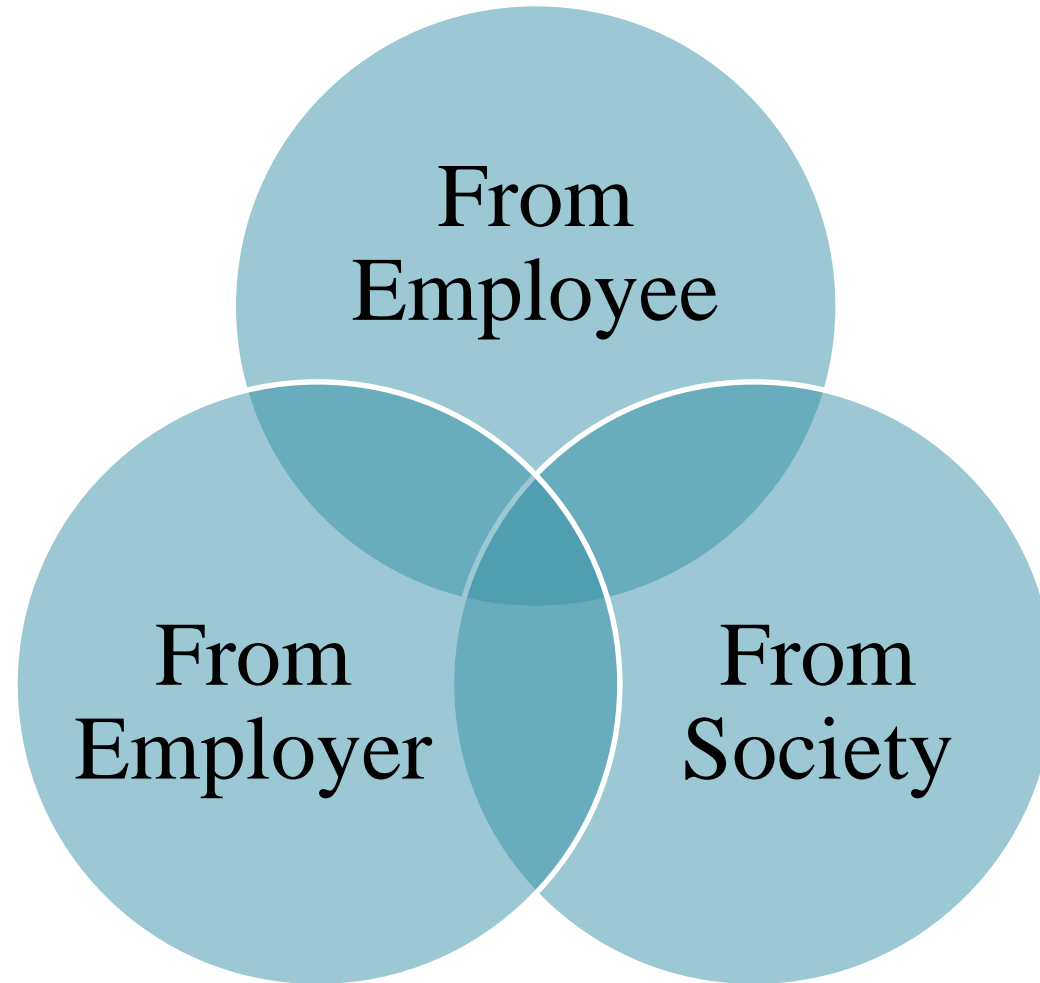
Economic Issues

- Wages
- Benefits

Non Economic Issues

- Job Security
- Quality of Work life
- Management Rights

Importance From Point of View



Causes of Failure

Problem with union

Problem from Government

Political Influence

Attitude of management

Elements to successful collective Bargaining

- Favorable political climate
- Freedom of association
- Stability of trade union
- Willingness to give and take
- Mutual respect and understanding
- Proper representative



Thank
you