

Subject: Employee Relations (MBA III Sem) (HR Spz) MBA-213-H

Concept of Industrial Relations

Introduction :

Before the rise of the modern industrial system, i.e., in the agrarian societies, the relationship between those who employ people to work and those who work was simple. However, with the change in the industrialisation pattern, industrial organisation have undergone a drastic transformation in more than one direction. It has introduced new types of problems in the relationships between the employers and employees, and the study of industrial relations has assumed great significance.

The Meaning Of Industrial Relations - The Concept

"Industrial Relations" refer to a dynamic and developing concept which is not limited to "the complex of relations between trade unions and management but also refers to the general web of relationships normally obtaining between employers and employees - a web much more complex than the simple concept of labour- capital conflict".

Dale Yoder has defined the industrial relations as follows:

"Industrial relations is the designation of a whole field of relationship that exist because of the necessary collaboration of men and women in the employment process of industry".

Frederic Barbison and Charles A Mayers Definition :

Define Industrial Relations as labour- management relations- such relations exist in a context, they are not discreet phenomena in society. They are by and large determinate results of the social, political and economic currents rather than determining forces. To study these relations, it is necessary to study their context.

The term, industrial relations, has generally been used to cover relations which arise from the determination of wages and conditions of employment, both by the statute and by voluntary negotiations. It also includes the promotion of constitutional machinery for settling industrial disputes through negotiation, conciliations and arbitration. In its widest sense, it convey the promotion of good human relations in industry. In its narrow sense, the sense in which it is more generally used in industry today. It includes relations arising from collective bargaining which is the normal method of settling wages and other terms of employment (Main Jan. Personnel Management in Government Undertakings: Deep and Deep Publications pp 178-179).

According to PC Tripathi, the term Industrial Relations is used to denote the collective relationship between management and employees in an industrial organisation.

Encyclopedia Britannica : "The concept of industrial relations has been extended to denote the relations of the State with employers, workers and their organisations. The subject, therefore include individuals, relations and joint consultation between employers and work people at their work place; collective relations between employers and their organisations and trade unions and the part played by the State in regulating these relations.

Under the heading, "Industrial Relations", the ILO has dealt with the relationships between the state on the other hand and the employers and employees organisations on the other or with the relationships among the occupational organisations themselves. The ILO has used the expression to denote such matters as freedom of association and the right to organise, the application of the principle of the right to organise and the right of collective bargaining of collective agreements, of conciliation and arbitration proceedings, and the machinery for co-operation between the authorities and the occupational organisations at various levels of the economy.

"Industrial Relations are an integral aspect of social relations arising out of employer- employee interaction in modern industries, which are regulated by the State in varying degrees, in conjunction with organised social forces and influenced by the existing institutions. This involves a study of the state, the legal system, and the workers' and employers' organisations at the institutional level; and of the patterns of industrial organisation (including management), capital structure (including technology), compensation of the labour force, and a study of market forces - all at the economic level".

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Simply stated industrial relations are employment relationships in industry, and the three major variables in industrial relations are the government, the worker and their organisations and the employers and their organisation.

References :

- (1) Industrial Relations (10th edition) : CB Mamoria (Himalaya Publishing House, Mumbai)
- (2) Industrial Relations (2nd edition) : Dr Arun Monappa (Mc Graw Hill)
- (3) Industrial Relations and Labour Laws (7th edition) : SC Srivastava (Vikas Publishing House)