

## Nature of Industrial Relations

Industrial relations is a dynamic concept and is a product of the economic, social and political system. Mentioned earlier, the three variables/interact within the social, political and economic environment at a given moment of time and according to Prof. Dunlop these three groups interact in an environment which involves three significant strata, i.e., technological characteristics of the work place, the market or economic constraints and the locus and balance of power existing in a society.

To understand the nature of industrial relations an interdisciplinary approach is essential, R.C. Goyal illustrates its different aspects under the various social sciences as follows:

1. Conditions of service ,wages etc.	Economic
2. Their origin & Development.	History
3. Social conflict	Sociology
4. Government Pressure	Psychology
5. Cultural interaction.	Anthropology
6. State policy	Political Science
7. Legal Provisions.	Law
8. Degree of effectiveness of Labour Policy	Public
9. Technological aspects, Technology.	Administration
10. Quantitative assessment of cost losses and gains	Mathematics

An multidisciplinary approach is necessary to understand industrial relations, as industry is an area which concerns all the social sciences. It has elicited the interest of the economist, sociologist, psychologist, management scientist, historian, industrial relations specialist and the social worker. It disregards the traditional boundaries which have rigidly separated one discipline from other.

Today, labour is no more an unorganised mass of ignorant and unconscious workers ready to obey the arbitrary and discretionary dictates of the management . Management has to deal with them not only as individuals but also as members of organised social groups having human dignity and self respect.

Industrial relations do not function in vacuum but are multi-dimensional in nature, and they are conditioned by two sets of determinants—the institutional factors and factors

Under institutional factors, Dr. V. B. Singh includes such matters as state policy, labour legislation, labourers and employers organisations and social institutions (community, caste, and joint family, religions); attitudes to work; systems of power and status; motivation and influence; the system of Industrial relations, etc.

Under economic factors are included economic organisations (socialist, capitalist, individual ownership, company ownership, government ownership); capital structure, including technology; the nature and composition of the labour force, and the sources of supply and demand in the labour market.

A country's system of industrial relations is not result of caprice or prejudice. It rests on the society that produces it. It is a product not only of industrial changes, but of the preceding total social changes out of which an industrial society is built and an industrial organisation emerges.

It develops and moulds itself according to the institutions that exist in a given society.

It grows and flourishes or stagnates and decays along with these institutions. The process of industrial relations is intimately connected with the institutional forces which give a shape and a content to socio-economic policies at a given time".

The development of industrial relations has not been the result of any single factor or cause, but has been determined by the conditions existing on the eve of the Industrial Revolution in Western Europe and the social, economic and political situations obtaining in different countries.

Therefore, it can be stated that industrial relations are relations in the industry arising of the diverse and complex attitudes and approaches of both management and workers or employers and employees in the process of management of the industry. Complex attitudes and approaches of people in the industry result in complex industrial relations. It is set of functional inter-dependence which is influenced by various factors, say, economic, social, psychological, technological, political, occupational etc.

Stable industrial relations are the vital pre-requisite for industrial peace democracy and progress. State relations mean a situation when the problems of management and work force are discussed between them in a spirit of mutual trust and confidence without unnecessary delay and friction. Without healthy relations, there is no hope of overcoming the multifarious problems to which the country is confronted today.

From the earliest phases of industrialization, when workers, formerly working with their own tools, entered power-driven factories...to the break down arising out of the industrial conflicts of a later day and then to industrial peace, and hence to the human relations approach to raise productivity in an era of full employment in which the threat of a sack was no longer real, and finally to industrial democracy based on labour partnership not only for a share in profits but also in managerial

decisions.

References: Personnel management by P.C.Tripathi, Industrial relations by Arun Monappa.