

UNIT ONE : OBJECTIVES OF INDUSTRIAL RELATIONS MBA-III (HR Spz)

The workings of an industry are similar to that of the world, in other words it can be said that it is a miniature world. Industrial relations are an interaction between workmen, supervisory staff, management and employer. This association affects the economic, social and political life of the whole community. In addition to their primary objective of bringing about good and healthy relations between employers and employees, industrial relations are designed.

1. **Development of Healthy Labour Management Relations**: Promotion of healthy labour management relations presupposes,

(a) The existence of strong trade unions and association of the employers in the industry. These organisations enhance job security, help in increased workers participation in decision making and give labour a dignified role in the society.

(b) Spirit of collective bargaining and willingness to take recourse to voluntary arbitration.

(c) Welfare work whether statutory or non-statutory provided by the state, trade unions and the employers, creates and improves good and healthy labour management relations.

2. **Maintenance of Industrial Peace** :

(a) Machinery for the prevention and settlement of industrial disputes:

(i) Enactments like Industrial Disputes Act, Trade Unions Act, Industrial Employment (Standing orders) Act.

(ii) Works committee, conciliation officer, board of conciliation, court of enquiry, labour court and 'national tribunal for settlement of disputes.'

(b) Government should have the power to refer the disputes to adjudication when the industry is faced with an economic collapse on account of continued stoppage of production due to long strikes/lockouts.

(c) Government enjoys the power to maintain status quo.

(d) The provision of the bipartite and tripartite forums for the settlement of disputes.

(e) The creation and maintenance of implementation cells and evaluation committees which have the power to look into the implementation of agreements, settlement and awards.

3. **Development of Industrial Democracy** :

(a) **Participative mechanism** : Establishment of the shop councils and joint management councils at the floor and the plant level.

(b) **Conducive environment** : Conducive material and social environment where the worker

can adjust and adapt must be made available at his workplace.

(c) **Recognition of human rights in industry** : This implies that labour is no more an article or commodity which can be purchased and disposed of according to the whims of the employers.They are to be treated as human beings and given a sense of self-respect.

(d) **Increase in labour productivity** : Factors that contribute to higher productivity are (i) improvement in the skill of workers,(ii) improvement in production design,(iii) improvement in the output.

(4) **To avoid Industrial Conflict** : To avoid industrial conflict or strife and develop harmonious relations, which are an essential factor in the productivity of workers and the industrial progress of a country.

(5) **Cooperation of both** : To safeguard the rights and interests of labour and management by securing cooperation of both;

(6) **Governmental control** : To bring about governmental control over such units and plants which are running at loss or where production has to be regulated in public interest.

H.S.Kirkaldy had divided the objectives of industrial relations into four categories;

i) Improvement in the economic conditions of workers in the existing state of industrial management and political government.

ii) Control exercised by the state over Industrial undertakings with a view to regulating production and promoting harmonious Industrial relations.

iii) Socialisation or rationalisation of industries by making the state itself a major employer and

iv) Vesting of proprietary interest of the workers in the industries in which they are employed.

In modern societies the role of a labour as a factor of production is becoming more and more crucial every day.The structure of the different economies is fastly going under the process of transformation.Before Industrial revolution the dominant sector it was secondary sector comprised of manufacturing, construction etc.However since last three decades,the tertiary sector (e.g., commercial services which will include advertising, transport, insurance,etc)has emerged as a major dominant sector in the economy.These structural changes are basically responsible for the changing dimensions of the Industrial relations.

Further reading :

1) Industrial Relations by Arun Monappa

2) Human Resource Management by Legge,K, Macmillan

3) Human Resource Management ,Decenzo,D.A. and Robbins,S.P., Prentice Hall.