

A CRITICAL STUDY OF INDUSTRIAL RELATIONS IN INDIA

Dr. PUNAM KUMARI

M.A., Ph.D., (Economics)

B.R.A. Bihar University, Muzaffarpur (Bihar)

Abstract

The liberalization, Privatization and Globalization in Indian Economy has evolved more vibrant progress in Industrial Development and Growth with new challenges, especially in more manpower oriented industries, even private sector organizations compete with each other to deliver the business results by handling one of the most significant and complex problems of the industry through establishing proactive industrial relations among employees and employer in the modern Indian Industrial Society. Industrial progress is not possible without harmonious industrial relations, co-operation and co-ordination of employees. It is a practice or process where Manufacturer as industry owner, Trade union leaders as representative of employees, Industry Experts as Consultant and Adviser and Government Machinery are involved in making the industrial policy and amendments from time to time for smooth running of the industries by providing solution to the day to day IR issues and industrial disputes. The pro-active industrial relations can be developed through implementation of the corporate goal and business alignment with the functional goal and strategy. Increase awareness of the employee about the objectives of the company, who are the customers and their requirements. The intervention of the integrate HR for top to bottom employees and develop the ownership culture and train to committed workforce as per industry needs so that they able to fight with the competition. Regular dialogue with the Trade Union Leader or Opinion Maker and convince them for re-orientation of their aims from destructive to constructive approach and style to suit the changing situation. The attitude and mind-set of the top management must also require changing like day to day fire fighting exercises, more concentration and care of their employees and families, care customers, care suppliers, care strategic actions and care to build the friendliness work environment and organizational culture.

KEYWORDS: Industrial Relations in India: A Conceptual Analysis.

INTRODUCTION

- ❖ Labour management relations at a manufacturing plant as well as industry level.
- ❖ Group relations between various groups or workmen
- ❖ Community relations between industry and the society.

The liberalization, privatization, and globalization in Indian Economy has evolved more vibrant progress in Industrial Development and Growth with new challenges, especially in more manpower oriented industries, even private sector organizations compete with each other to deliver the business results by handling one of the most significant and complex problems of the industry through establishing proactive industrial relations among employees

and employer in modern Indian industrial society. Industrial progress is not possible without co-operation of employees and harmonious industrial relations. It is a practice or process where industry owner, trade union leaders, industry experts and government are involved in making the industrial policy and amendments from time to time for smooth running of the industries by providing solution to the day to day IR issues and industrial disputes.

THE CONCEPT OF INDUSTRIAL RELATIONS

The word 'Industrial Relations' consists of two terms: 'Industry' and 'Relations'. "Industry" denotes to "any manufacturing activity in which an individual or a group of individuals are engaged". By "relations" means "the relationships that exist within the industry between the employer and workmen." The word industrial relations describe the relationship between employees and management which is also known as the relationship between union and employer directly or indirectly.

Industrial Relations covers the following all behaviour aspects of people at work place. Such as:

Nature

It studies the role of workers' unions and employers' federations officials, shop custodians, industrial relations manager, negotiator, mediator& arbitrator, judges of labour court, tribunal etc. **Establishment**

It consists of government, employers, trade unions, union federations and associations, government bodies, labour courts, tribunals and other organizations which have direct or indirect impact on the industrial relations systems.

Process:

It focus on industrial democracy that includes the collective bargaining, workers' participation in the management schemes, disciplinary process, grievance redressal machinery and dispute settlement machinery, union restructuring, and others like amendment of existing rules, regulations, policies, procedures, hearing of labour judicial matters etc.





Certain Aspects Included

It is related to employment conditions like wages, hours of works, leave rules, health, and safety precautions, lay-off, dismissals retirements conditions etc., laws relating to such industrial relations activities and regulations leading the labour welfare, social security, the issues relating to, with workers' participation in management, collective bargaining, etc.








SCOPE OF INDUSTRIAL RELATIONS

The concept of harmonious industrial relations has a very broad sense. In the thin sense that the employer, employee relationship confines itself to the relationship that emerges out of the day to day association of the management and the labour or union. In wider sense, harmonious industrial relations include the relationship between an employee and an employer in the course of the smooth running of an industry which may relate to the areas of quality control, marketing, price fixation and outlook of profits among others. The scope of industrial relation is relatively vast which include the following aspects:

Collective bargaining

-  Machinery for settlement of industrial disputes
-  Standing orders
-  Workers participation in management
-  Unfair labour practices

OBJECTIVES OF INDUSTRIAL RELATION SYSTEM


-  To protect the interest of labour and management by the utmost level of common understanding and good-will among all those sections in the industry which participate in the process of optimization of productivity and efficiency.
-  To avoid industrial conflict and develop harmonious & cordial relations, which are significant factor in the efficiency of workers and the industrial development of a country.
-  To enhance productivity to a maximum level with full employment by reducing the trend of frequency absenteeism and improve the profits.
-  To establish and encourage the growth of an industrial democracy based on worker partnership in the involvement of profits and of managerial decisions, so that individuals may grow to build the benefit of the industry and the country as well.
-  To minimize the number of strikes, lockouts, agitation, protests, gherao and threatening by providing reasonable wages and fringe benefits, improved standard of living and working conditions.
-  To improve the socio and economic conditions of workers for the active participation in the development of state industrial administration and political government.
-  Socialization of industries by participating in corporate social responsibility activities as mandated by law in the creation of the state as welfare state.

INDUSTRIAL RELATIONS SYSTEM

Industrial relations maybe defined as the sum total of management's attitude towards labour and of the labour to management's policies and practices. The two positions take on different issues that affect their interests. But industrial relations affect not purely between labour and managements, i.e., bipartite. The state is also a party to industrial relation. It often intervenes in labour-management relations in order to protect the interests of the weaker party - normally the labour - and seeks to regulate the relations between labour and management by enacting labour legislations and requiring the management to comply with those regulations. Therefore, industrial relations are tripartite.

DIMENSIONS OF INDUSTRIAL RELATIONS

Patil (1992) in his Research study on "INDUSTRIAL RELATIONS IN INDIA" found out that:

-  Industrial relations may exist between individuals (i.e. between the worker and his employer) and they may be collective, between a group of workers and an

individual manager, between a group of workers in different enterprises and managers in those enterprises.

- ✚ Industrial relations vary on a scale of degree of organization. At one extreme relation may be personal and informal, while at the other they may be highly, institutionalized, and perhaps embodied in legally prescribed structures and procedures.
- ✚ Collective industrial relations tend to be more organized than individual industrial relations but short episodes of informal group relationships are also significant (as in certain spontaneous work' stoppages). However, the historical trend has been that as an economy or society becomes increasingly industrialized the organized relationship; replace the informal individual relations and the scope of collective bargaining goes on widening.
- ✚ Industrial relations occur in units with boundaries that are observable although varying in the degree of permeability - the work group, the plant, the enterprise, the industry, the region, and the nation.

SIGNIFICANT BENEFITS OF HARMONIOUS INDUSTRIAL RELATIONS

The following key elements of industrial relations ensure the healthy, cordial and harmonious industrial relations in business units. Such as

- ✚ Nonstop Production – The major advantage of harmonious industrial relations is the continuity of production which comes from the un- interrupted manufacturing operations by industrial grievance and dispute. It helps in providing the continuous of jobs workers to manager by
- ✚ Minimizing Industrial Grievance and Disputes – The healthy, cordial & harmonious industrial relations minimize the industrial grievances and disputes. It encourages the co-operation and enhances the productivity.
- ✚ Build High Confidence Levels – It improves the confidence of the employees and employers in day to day business operations. Employees work with a sense of passion and ownership culture that the interest of employer and employees is one and the same, i.e. to increase productivity.
- ✚ Psychological Uprising – another one objective of industrial relation is a complete psychological revolution of employees and employers. The industrial harmony to be laid down in the mind-set of both employees and employer. It is the business of leadership in different level of workers, employees and Government to make out a new relationship in a spirit of true democratic system.
- ✚ Reduced Wastage of Materials - The good and harmonious Industrial Relations are maintained on the basis of collaboration and appreciation of each other. It will help in increasing production as well as productivity. So wastages of man powers, material and machines are reduced to the minimum to minimum.

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