

## **RESEARCHES ON INDUSTRIAL RELATIONS IN INDIA-A REVIEW**

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Industrial relations is an area which has attracted the attention of a number of researchers. It is necessary to evaluate critically the existing research on the subject, with a view to place in proper perspective the important contributions in the field, identify the gaps, deficiencies, and the comparative neglect of the important research areas, and thus provide an analytical framework for the future studies in the field of Industrial relations. A brief summary of the major studies, which are particularly relevant to the present study, together with a critical evaluation is presented here.

The literature review of the subject is classified and presented under five heads. First one is Industrial Relations in general. Second part of the literature survey highlights studies about job satisfaction. Third part of the literature analysis accounts for Industrial Disputes and dispute settling machinery. Fourth part reveals studies pertaining to trade unionism and workers participation in management. Last part of the literature review highlights various studies pertaining to industrial relations in Kerala.

### **Industrial Relations in General**

Many researchers in the country have concentrated on the study of industrial relations at the national level on the basis of aggregate data. In his study Viramani (1995) has pointed out that the Indian industrial relations system has all along been adversarial with collective bargaining approach being its mainstay. He contended that collective bargaining and participation need different attitudes and hence cannot co-exist. In any new model of I R the adversarial approach and collective bargaining must give way to participative structures or development of institutions which check the adversarial approach. He suggested various changes in the roles of management, union and Government for redefining Industrial relations.

Rao and Ganguli (1971) and Chathopadyaya and Venkiteswara (1972) found that job satisfaction is correlated with certain personal attributes and background variables such as age, educational level, number of dependents, occupational level and marital status. Mamta Panda (2004) examined the relationship between the industrial relations environment and work culture in a private and a public sector organization belonging to the same industry. She suggested

intensive training programmes to be organized for making the employees aware of the need for adoption of normative approach, collaborative orientation, competency building and developing holistic perspective.

Srivastava (2004) studied the effect of welfare facilities on job satisfaction and attitude of workers towards management amongst the workers of public and private sectors. The results indicated that welfare facilities affect the workers' attitude towards management and job satisfaction in both sectors. He concluded that public sector provide better welfare facilities to their workers and public sector workers are more satisfied with their jobs as compared to the private sector workers.

### **Industrial disputes**

One of the grim threats to the efficient conduct of the modern industrial system seems to be the ravaging industrial disharmony characterized by embittered relationship between the employers and the workers. The causes of 35 industrial disputes in India were psychological, political and economic. Hence to secure industrial peace, changes in the attitude of the workers, employers, trade unions are required along with political and economic changes

Strikes are the most visible and spectacular manifestations of industrial conflicts which in turn, arise out of bad industrial relations. A good number of studies undertaken to study the causes of industrial disputes have shown that several economic and non-economic factors have caused industrial disputes in the country. Papola (1972) and Varma (1978) concluded that inadequate pay, rising prices and other economic benefits or pressure might be considered as the major causes of industrial disputes in India. Mahapathra (1977) and Srivasthava and De (1967) found the multiplicity of trade unions, inter-union and intra-union rivalries, indiscipline among union members, frustration of workers with the pattern of Industrial relations are the causes of disputes.

### **Disputes settling machinery**

Machinery for the maintenance and promotion of industrial peace has widely been studied. The working of collective bargaining has occupied a greater part of studies of most of the researchers. Mehrotra (1966) and Rao (1961) described the practice and procedure relating to collective bargaining in various companies. Guha (1959) and Bose (1967) focused the constraints in the operations of collective bargaining. The important among them being multiplicity of trade unions, outside leadership, political intervention and the problems of selective and representative unions.

## **Trade unionism and Workers participation in management**

Trade Unionism has been a popular field of research in the literature of industrial relations because the conflicts and co-operation between workers and management are influenced by the nature of workers organization. There have been a good number of research studies in different aspects of trade unionism such as their growth and development, organization and structure, leadership, politics, union involvement and participation in union activities etc.

### **Conclusion**

Despite the above studies, no serious attempts have ever been made to make an up to date assessment of the industrial relations situations in Kerala especially after the implementation of the new economic policy and the consequent changing scenario. The present study is mainly intended to make a thorough scan of industrial relations in Kerala by making a comparative analysis of public and private enterprises in selected areas of the State. The results of the study are expected to be of immense use to the administrators, personnel policy makers, industrial employers, trade union leaders and the community as a whole.

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