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BARGAINING

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UNIT – I:
Industrial Relations

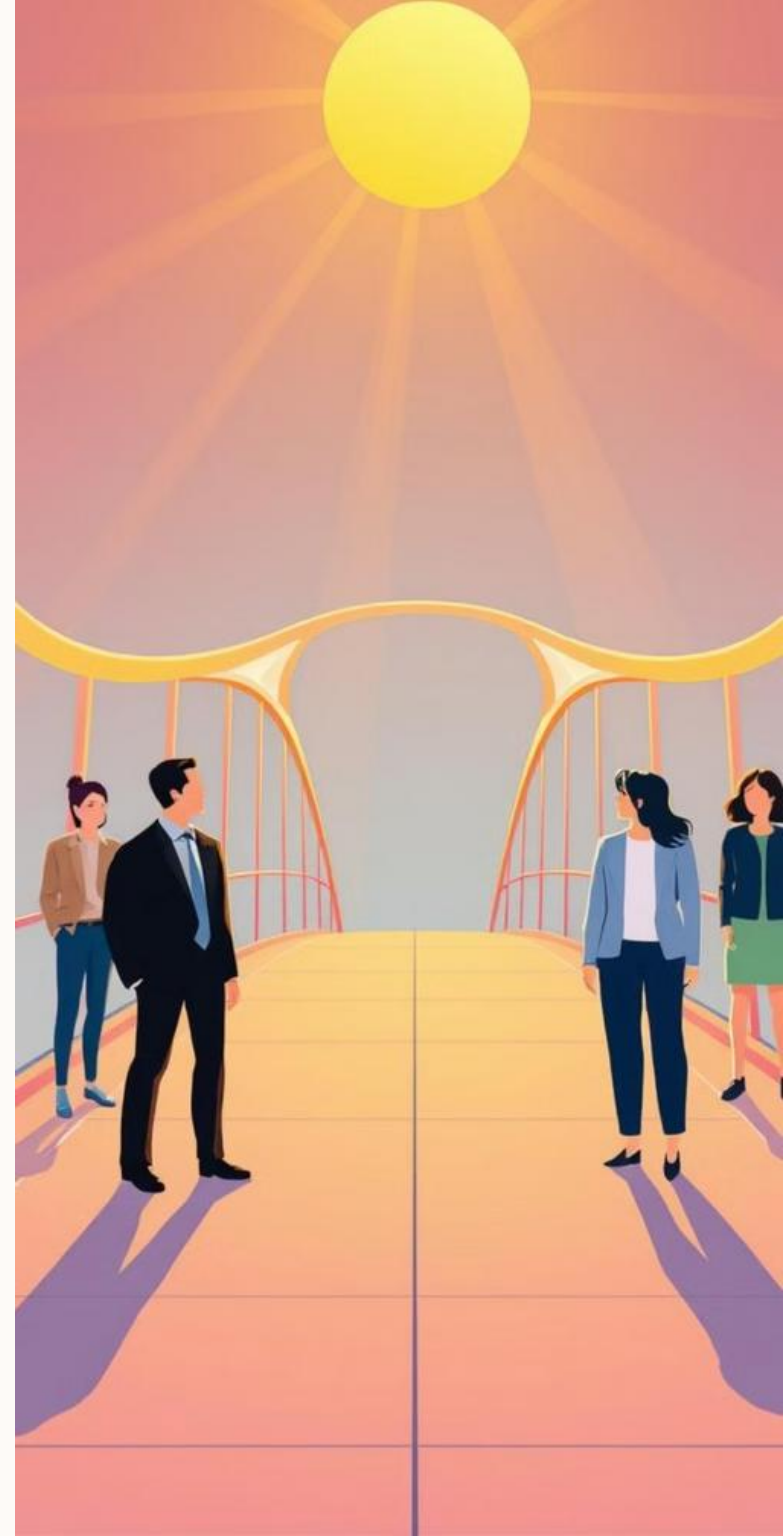
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Industrial Relations: Bridging the Gap

Welcome! Today, we'll delve into the world of industrial relations, exploring key concepts and their impact on modern workplaces.



Understanding Industrial Disputes: Meaning and Causes

What are Industrial Disputes?

Industrial disputes arise when there is a disagreement between employers and employees, or between different groups of employees, over various issues such as wages, working conditions, and job security.

Causes of Disputes

Common causes include unfair wages, lack of job security, dissatisfaction with working conditions, and differences in perspectives on organizational policies.



Importance of Harmonious Labour-Management Relations

Boosting Productivity

When employees feel valued and respected, they are more likely to be engaged and productive, contributing to overall organizational success.

Reducing Conflicts

Open communication and effective conflict resolution mechanisms prevent disputes from escalating and disrupting the workplace.

Fostering Trust

Strong labor-management relations foster a culture of trust, transparency, and fairness, creating a more harmonious and supportive work environment.



Industrial Disputes Act, 1947: A Legislative Framework



Key Provisions

The Act defines industrial disputes, outlines procedures for their settlement, and establishes mechanisms for conciliation and adjudication.



Role of Conciliation Officers

Conciliation officers are appointed to assist in resolving disputes through mediation and negotiation, promoting amicable settlements.



Balancing Interests

The Act aims to balance the interests of employers, employees, and the public, ensuring fair treatment and preventing disruptions to economic activities.

Machinery for Dispute Settlement



1

Conciliation

Conciliation is a voluntary process where a neutral third party assists in reaching an amicable settlement between the parties involved in a dispute.

2

Arbitration

Arbitration involves a neutral third party (an arbitrator) making a binding decision on the dispute after hearing evidence and arguments from both sides.

3

Adjudication

Adjudication involves a legal process where a court or tribunal makes a decision on the dispute, based on the applicable laws and evidence presented.



Awards and Settlements: Ensuring Fairness

1

Awards

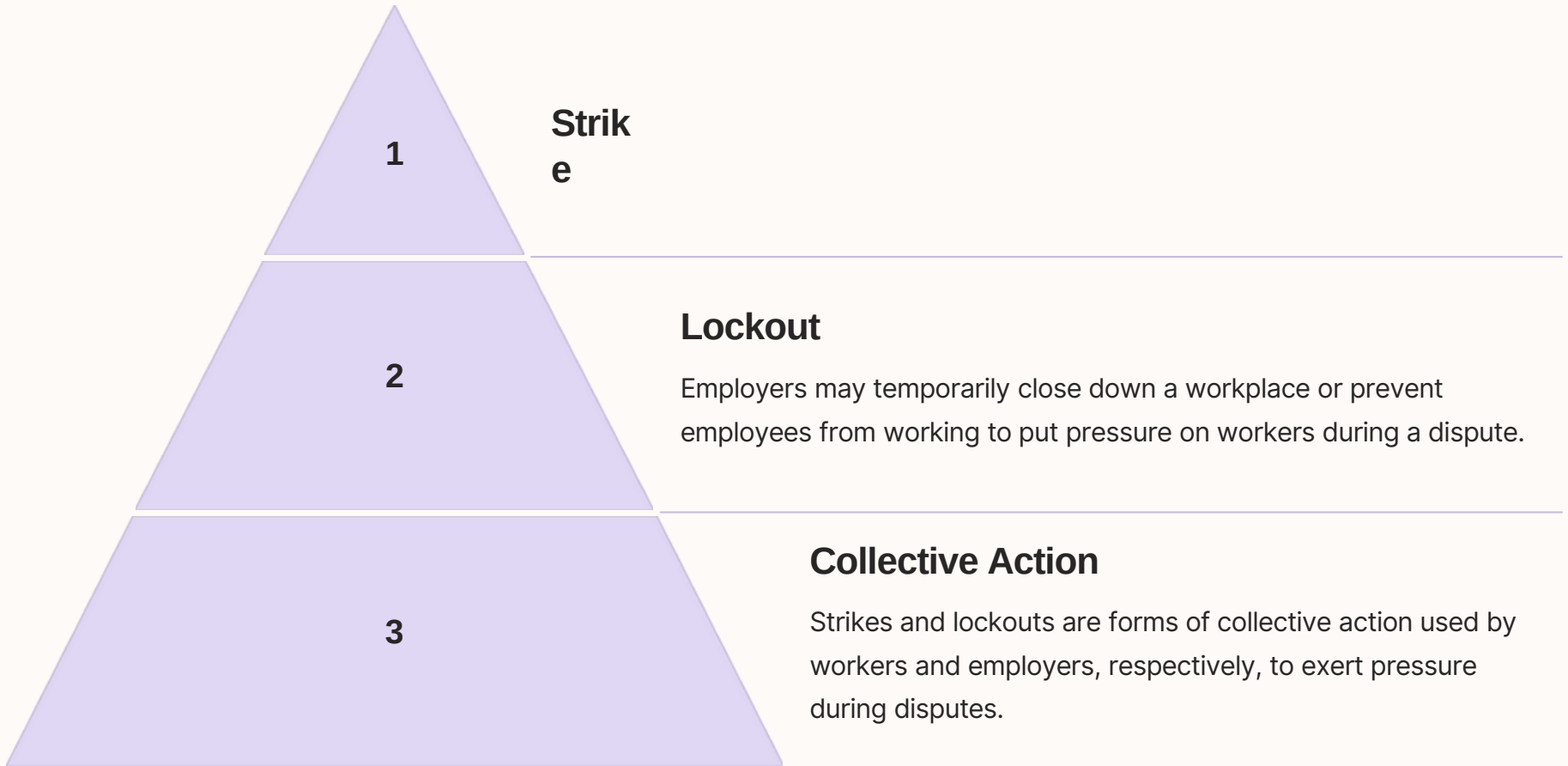
Awards are binding decisions issued by an arbitrator or tribunal, resolving the dispute and specifying the terms of the settlement.

2

Settlements

Settlements are agreements reached between the parties involved in a dispute, with or without the assistance of a third party, often negotiated to avoid lengthy legal proceedings.

Strike and Lockout: Navigating Collective Action



Lay-off and Retrenchment: Balancing Interests

1

Lay-off

Temporary suspension of work due to factors like economic downturn, lack of work, or seasonal fluctuations.

2

Retrenchment

Permanent termination of employment due to surplus labor, business restructuring, or redundancy.

3

Balancing Interests

These measures aim to balance the economic interests of the organization with the job security and welfare of employees.



The Modern Industrial Worker: Evolving Needs and Aspirations

1

Work-Life Balance

Employees seek a balance between work and personal life, with flexible work arrangements and a focus on well-being.

2

Upskilling

Continuous learning and development are essential for staying relevant in a rapidly changing technological landscape.

3

Purpose and Meaning

Employees value work that has a positive impact and aligns with their personal values and aspirations.

Fostering a Collaborative Industrial Ecosystem

Effective industrial relations are crucial for a thriving and sustainable economy. By fostering a collaborative environment, promoting fair treatment, and addressing evolving needs, we can create a positive and productive industrial ecosystem that benefits all stakeholders.



Industrial Relations

- A Comparison with His Predecessor
 - - Key differences in approach to industrial relations
 - - Innovations or changes in policy focus
- Directive Principles of State Policy
 - - Influence on labor-related policies
 - - Alignment with constitutional mandates
- Creating and Adopting Labor Policy
 - - Key initiatives in policy formation
 - - Steps taken for implementation
- Role of ILO in Industrial Relations
 - - Collaboration with International Labour Organization
 - - Adoption of global best practices in labor standards

Industrial Relations

A Comparative Overview

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