

Industrial relations

Industrial relation means the relationship between employers and employees in course of employment in industrial organizations. However, the concept of Industrial Relations has a broader meaning. In a broad sense, the term Industrial Relations includes the relationship between the various entities, between the state and the unions as well as those between the various employers and the government. Relations of all these associated in an industry may be called Industrial Relations.

According to International Labour Organization, Industrial relations comprise relationships between the state on one hand and the employer's and employee's organizations on the other, and the relationship among the occupational organizations themselves.

Definition: According to J. J. Dunlop, "Industrial relations are the complex interactions among employers, workers and government (the government)".

Features of Industrial Relations:

1. Industrial relations are outcomes of employment relationships in an industrial setting. These relations cannot exist without the two participating employees/organizations.
2. Industrial relations system consists of six major elements: workers/employees, management, unions, government, employers and their organizations, employee and their unions and the government. These three parties interact with each other and impact each other for the industrial relations structure.
3. The government intervenes to shape the industrial relations through laws, rules, agreements, contracts, etc.
4. Several parties are involved in the industrial relations system. The main parties are employees and their organizations, employer and their unions and the government. These three parties interact with each other and impact each other for the industrial relations structure.
5. Industrial relations are a dynamic and developing concept, not a static one. They undergo changes with changing structure and contents of the industry as and when change occurs.
6. Industrial relations include both individual relations and collective relationships.

Objectives of Industrial Relations:

1. To maintain industrial democracy based on participation of labour in the management and affairs of industry.
2. To raise productivity by reducing tendency of high labour turnover and absenteeism.
3. To ensure workers' participation in management of the company by giving them a fair say in decision-making and setting policies.
4. To establish a proper channel of communication.

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