



SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore - 641 107

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DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA316 INDUSTRIAL RELATIONS & LABOUR WELFARE

II YEAR /III SEMESTER

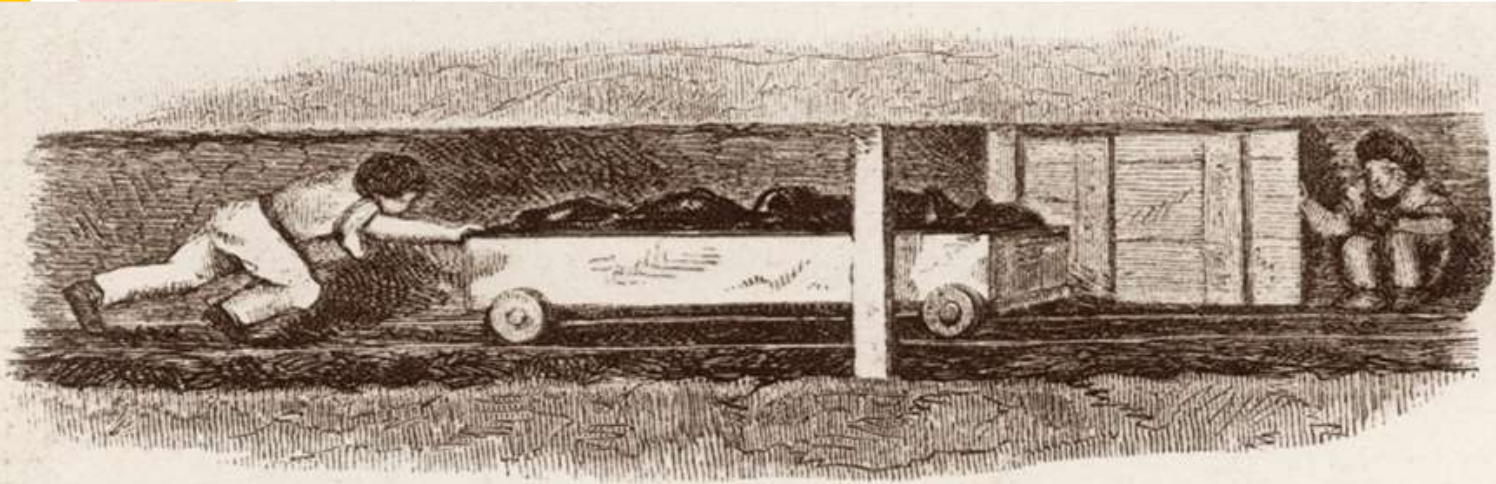
Unit 1 - INDUSTRIAL RELATIONS

Topic 2: CONCEPT, SCOPE, IMPORTANCE & PERSPECTIVES



LABOURS AT WORK

IN 1830s.....



CHILD-LABOUR IN COAL-MINES OF THE 'FORTIES: A LITTLE "TRAPPER" (ON RIGHT) OPENING AN AIR-DOOR FOR A TRUCK TO PASS THROUGH.

"The trappers sit with a string attached to the door, and pull it open the moment they hear the corves (coal-trucks) at hand, and the moment one has passed they let the door fall to. . . . They are in the pit the whole time it is worked, frequently above twelve hours a day. They sit, moreover, in the dark."

All the Illustrations on this page and the extracts accompanying them are reproduced from woodcuts and an article in "The Cyclopædia of Useful Arts" (1840-5).



The card room at White Oak Mill in Greensboro, NC, 1909. Fast-moving belts and powerful machines made carding a particularly dangerous job. Courtesy of the National Museum of American History.





Men opening bales of cotton at the White Oak Mill in Greensboro, North Carolina, 1907. This was one of the few cotton mill jobs available to African Americans. Courtesy of the National Museum of American History.





IN 1850s.....





DEFINITION OF INDUSTRIAL RELATIONS

Industrial relations are the relations between employers and employees in the industry. In a broad sense, the term also includes the relations between the various unions, between the state and the unions, and those between the employers and government

-- Casselman's Labour Dictionary



IMPORTANCE OF INDUSTRIAL RELATION

Uninterrupted production

Reduction in Industrial Disputes

High morale

Mental Revolution

Reduced Wastage



OBJECTIVES

- Facilitate production and productivity
- Safeguard the rights and interest of both labour and management by securing cooperation
- Avoid unhealthy atmosphere in the industry, especially work stoppages, strikes, lockouts etc..
- Minimize employee turnover and absenteeism
- Uplift the economic status of working by improving wages and benefits.



CONTD....

- To enhance economic status of worker
- To avoid industrial conflicts and their consequences
- To extend and maintain industrial democracy
- To provide an opportunity to the worker to have a say in the management decision making
- To regulate production by minimizing conflicts
- To provide forum to the workers to solve their problems through mutual negotiations and consultations with management
- To encourage and develop trade union in order to develop workers collective strength



FACTOR INFLUENCE IR



- Institutions: It includes government, employers, trade unions, government bodies which have direct or indirect impact on the industrial relations system
- Characters: It involves the role of workers unions, judges of labour court, tribunal, arbitrator etc.
- Methods: It focus on collective bargaining, workers' participation in the industrial relations schemes, disputes settlements, rules, regulations, policies etc.
- Contents: It includes matter pertaining to employment conditions like pay, hours of work, leave with wages



Industrial Relation Affects

Economic Performance



Business Success

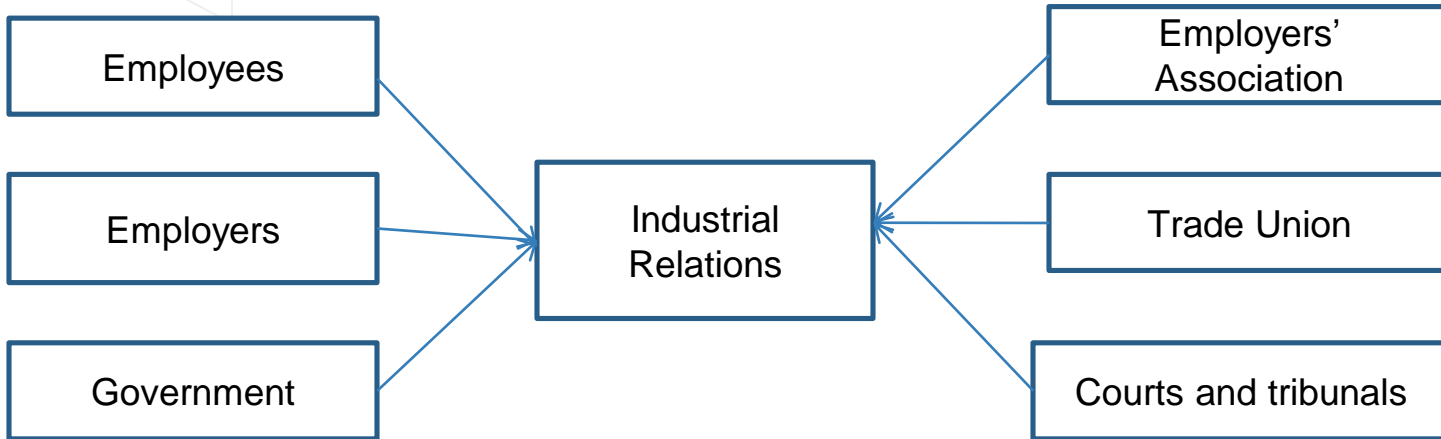


Employees Experience of Work



PARTICIPANTS IN INDUSTRIAL RELATIONS

Industrial relations system is made up of certain institutions which popularly known as “three actors” of the system.





RECAP

QUESTIONS???

THANK YOU