



# **SNS COLLEGE OF ENGINEERING**

**Kurumbapalayam (Po), Coimbatore - 641 107**

**An Autonomous Institution**

**Accredited by NBA - AICTE and Accredited by NAAC - UGC  
with 'A' Grade**

**Approved by AICTE, New Delhi & Affiliated to Anna  
University, Chennai**

**DEPARTMENT OF MANAGEMENT STUDIES**

**COURSE NAME : 19BA316 INDUSTRIAL RELATIONS & LABOUR WELFARE**

**II YEAR /III SEMESTER**

**Unit 1 - INDUSTRIAL RELATIONS**

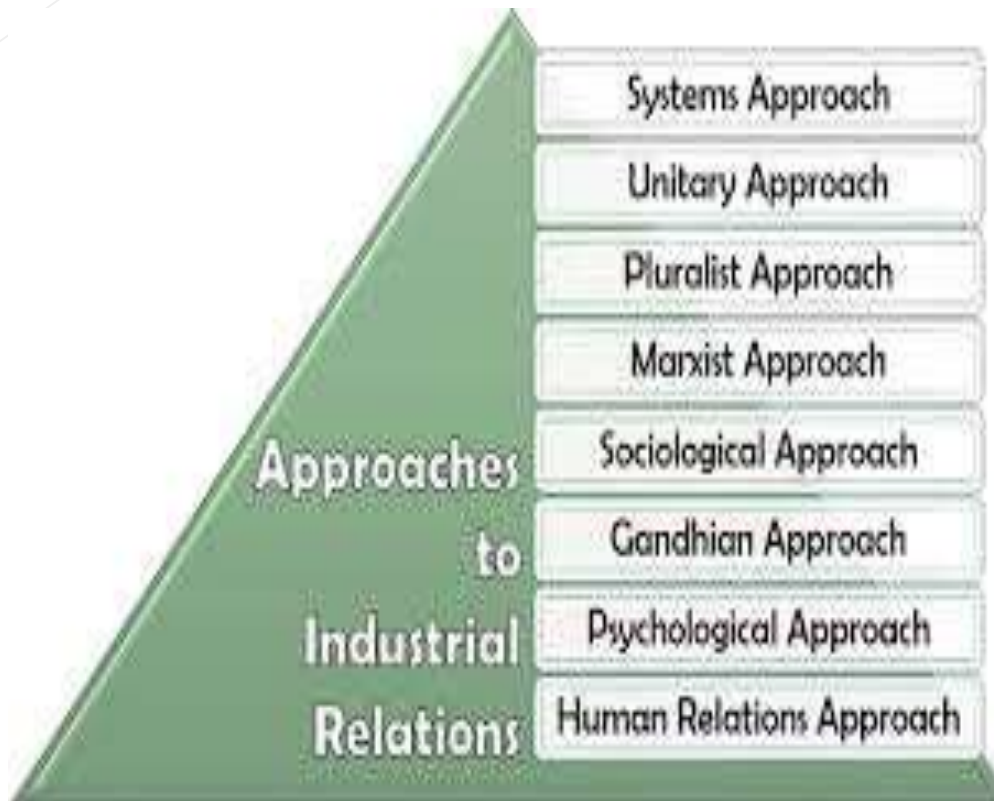
**Topic 4: INDUSTRY RELATIONS PERSPECTIVE : CONFLICT MODEL Vs**

**COLLABORATION MODEL**





# PERSPECTIVES/APPROACHES TO IR





## COLLABORATION MODEL Vs CONFLICT MODEL

### Collaboration Model:

- The dynamics of cooperation lie in the recognition of a sphere of common interest.
- Cooperation between union and management
  - Differ in economic power, wealth and education
  - Depends on their ability and willingness to make contacts at points of mutual willingness.





# CONFLICT MODEL

## Conflict Model:

- Some degree of conflict between the management and the union
- Conflict is essential to survival of both union and management
- Not always bad and has certain constructive aspects.
- Conflict needs to be channelized
- Conflict resolution measures – need both voluntary and statutory for industrial harmony to be achieved.





**RECAP**

**QUESTIONS???**

**THANK YOU**