



SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore - 641 107

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Accredited by NBA - AICTE and Accredited by NAAC - UGC

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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 5: INDUSTRIAL RELATIONS PROBLEMS IN THE PUBLIC SECTOR



IR PROBLEMS IN THE PUBLIC SECTOR

PUBLIC ENTERPRISE:

Company whose shares are available and traded on the stock market or other over-the-counter market

IR PROBLEMS IN PUBLIC SECTOR:

- Wage differentials
- Industrial relations
- Surplus labour
- Over centralization
- Multipricing of unions
- Political and Bureaucratic Influence





WAGE DIFFERENTIALS

- It is an area where comparison between the **public** and private **sectors** is becoming common

- Labour issues in Public Enterprises
 - Policy of settlement of wage structure
 - Equal pay for equal work
 - Wage differentials due to levels of responsibilities





INDUSTRIAL RELATIONS

- Strikes & Lockouts
- Mandays loss
- Need Assessment on labour relations

SURPLUS LABOUR

- Discrimination in Recruitment due
- Political Pressure
- Reduction of activities
- Structural changes
- Improvement in technology



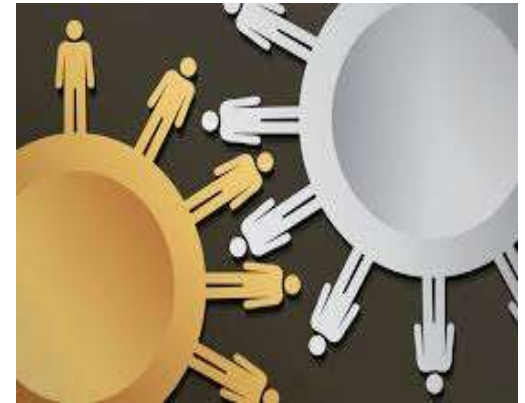


OVER CENTRALISATION

- Centralization in decision making
- Management lose prestige and confidence

MULTIPRICING OF UNION

- Existence of multiple unions
- Brought inter-union rivalries
- Recognition of unions might also be a problem





POLITICAL AND BUREAUCRATIC INFLUENCE

- Public enterprises – influenced by political and bureaucratic set up
- Influence decision making process





RECAP

QUESTIONS???

THANK YOU