



# **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 II - INDUSTRIAL CONFLICTS**

**Topic 1: DISPUTES, IMPACT & CAUSES**





# INDUSTRIAL DISPUTES

Industrial disputes mean any dispute or difference between employers and employees or employers and employers or workmen and workmen, which is connected with the employment or terms of employment or with the conditions of labour of any person.



# CLASSIFICATION OF INDUSTRIAL DISPUTES

Interest disputes

Grievances or rights disputes

Disputes over unfair labour practices

Recognition disputes



# CAUSES OF INDUSTRIAL CONFLICTS

- Industry-related factors
- Management related factors
- Government related factors
- Other factors



# CAUSES OF INDUSTRIAL CONFLICTS

1. ECONOMIC CAUSES
2. NON-ECONOMIC CAUSES
3. POLITICAL CAUSES
4. SOCIAL CAUSES
5. TECHNOLOGICAL CAUSES
6. PSYCHOLOGICAL CAUSES
7. MARKET SITUATION



## ECONOMIC CAUSES

- Wages & allowances
- Bonus
- Conditions of work & employment
- Working hours
- Discharge, dismissal and retrenchment
- Leave, holidays with pay
- Workload
- Incentives, fringe benefits
- Delaying, implementation of agreements, awards etc



## NON ECONOMIC CAUSES

- Causes unconnected with industry
- Fear of loss of job due to rationlization, in production of new technology
- Non-recognition of trade unions
- Administrative causes
- Ego classes
- Victimization of trade union leaders and workers
- Ill treatment of workmen by supervisors
- Unsettled grievances



Political causes:

Sympathetic strikes

Bandhs for political reasons

Social Causes:

Low morale

Deterioration of social values and norms

Psychological Causes

Maladjustment

Personality clashes

Non-programmed intervention on disciplinary matters





Technological causes:

Adoption of new technology/automation

Computerization

Rationalization

Market situation:

Accumulation of goods

Unhealthy competition

Import of goods



**RECAP**

**QUESTIONS???**

**THANK YOU**