

INDUSTRIAL RELATIONS

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Study guide, notes, HR, MBA

Industrial relation refers to a relationship between the employers and employees. It also refers to a field of study that examines these types of relationships, especially groups of workers in unions.

The employers are represented by management and employees are represented by unions. There's also a third party involved, the government which acts in the interests of the employees by enacting various legislation.

FACTORS INFLUENCING INDUSTRIAL RELATIONS

- 1. Institutional factors** – These factors include factors such as labour policy of the government, labour legislation, employers' and employees' organizations and their policies, collective bargaining agreements, voluntary codes, implementation machinery, etc.
- 2. Social factors** – These include factors like norms, customs, beliefs, traditions, values, social status, level of education, level of awakening, etc.
- 3. Economic factors** – These include factors such as system (capitalist, socialist, communist, mixed economy), economic conditions and policies, source of labour supply, nature and composition of workforce, relative status of labour market, level and structure of wages, dearness allowance, incentives, price level, nationalization of industries, level of unemployment, etc.
- 4. Psychological factors** – These include the attitudes and perceptions of workers towards management, their behavior towards labour unions, fellow workers, their views about living and working conditions, their level of morale, motivation and boredom, etc.

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