

INDUSTRIAL RELATIONS IN INDIA- A CONCEPTUAL ANALYSIS

PRABIR KUMAR CHATTOPADHYAY

Research Scholar, of Management Studies Pacific Academy of
Higher Education and Research University Udaipur, India

ABSTRACT

The liberalization, Privatization and Globalization in Indian Economy has evolved more vibrant progress in Industrial Development and Growth with new challenges, especially in more manpower oriented industries, even private sector organizations compete with each other to deliver the business results by handling one of the most significant and complex problems of the industry through establishing proactive industrial relations among employees and employer in the modern Indian Industrial Society. Industrial progress is not possible without harmonious industrial relations, co-operation and co-ordination of employees. It is a practice or process where Manufacturer as industry owner, Trade union leaders as representative of employees, Industry Experts as Consultant and Adviser and Government Machinery are involved in making the industrial policy and amendments from time to time for smooth running of the industries by providing solution to the day to day IR issues and industrial disputes.

The pro-active industrial relations can be developed through implementation of the corporate goal and business alignment with the functional goal and strategy. Increase awareness of the employee about the objectives of the company, who are the customers and their requirements. The intervention of the integrate HR for top to bottom employees and develop the ownership culture and train to committed workforce as per industry needs so that they able to fight with the competition. Regular dialogue with the Trade Union Leader or Opinion Maker and convince them for re-orientation of their aims from destructive to constructive approach and style to suit the changing situation. The attitude and mind-set of the top management must also require changing like day to day fire fighting exercises, more concentration and care of their employees and families, care customers, care suppliers, care strategic actions and care to build the friendliness work environment and organizational culture.

KEYWORDS: Industrial Relations in India: A Conceptual Analysis