

Characteristics of Industrial Relations

- Industrial relations are outcomes of employment relationships in an industrial enterprise. These relations cannot exist without the two parties namely employers and employees.
- Industrial relations system creates rules and regulations to maintain harmonious relations.
- The government intervenes to shape the industrial relations through laws, rules, agreements, terms, charters etc.
- Several parties are involved in the Industrial relations system. The main parties are employers and their associations, employees and their unions and the government. These three parties interact within economic and social environment to shape the Industrial relations structure.
- Industrial relations are a dynamic and developing concept, not a static one. They undergo changes with changing structure and scenario of the industry as and when change occurs.
- Industrial relations include both individual relations and collective relationships.
- Industrial relations are always a mixture of cooperation and conflict. However, much cooperation may be sought as an organizational objective, some conflict will always remain.
- Industrial relations are the product of economic, social and political system arising out of the employment in the industrial field.

Objectives of Industrial Relations

- To maintain industrial democracy based on participation of labor in the management and gains of industry.
- To raise productivity by reducing tendency of high labor turnover and absenteeism.
- To ensure workers participation in management of the company by giving them a fair say in decision-making and framing policies.
- To establish a proper channel of communication.
- To increase the morale and discipline of the employees.
- To safeguard the interests of the labor as well as management by securing the highest level of mutual understanding and goodwill between all sections in an industry.

- To avoid all forms of industrial conflicts so as to ensure industrial peace by providing better living and working standards for the workers.
- To bring about government control over such industrial units which are running at a loss for protecting the livelihood of the employees.