

Assignment - 1 (IM)

DATE:

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Industrial Management

Ques 1. What is industry? Explain the meaning and nature of industrial relations.

Ans Industry is a group of companies that are related based on their primary business activities. Industry classification is typically grouped into larger categories called sectors. Generally classified ~~into~~ based on their largest sources of revenue.

→ Industrial relation comprises of two words "Industry" and "relations". Industry referring to the any productive activity in which an individual (or a group of individuals) is (are) engaged. By "relations" we mean the relationships that exist within the industry between the employer and his workmen.

→ IR is concerned with the relationship of management and workers. To protect the interest of employees. Concerned with systems, rules and procedures used by union and employees. Role of regulatory mechanism in resolving any industrial dispute. IR is multidisciplinary in nature.

IR comprises of any productive activity individuals are engaged in the primary activities. ~~It~~ are sectors

Nature of Industry → Market Structure: Measures of Industry concentration

→ Conduct - Price behaviour, Integrations and merge activity

→ Performance - density, willing index, standards, conduct performance

Ques 2. What is an industrial dispute? What are the causes of an industrial dispute? Explain in brief:-

Ans Industrial dispute:-

Difference or disagreement of strike given some issues b/w the parties as it comes under industrial dispute.

- Many causes of industrial disputes are generally related to wages, inequality and time.

Causes are - Economic causes:

- wages - The demand for wage increase is the prime cause of industrial dispute. A large no. of strikers are being ag. to raise a voice against the rise in price and cost of living.

- Managerial cause

Lack of administrative support and attention towards labour leads to industrial dispute. Following are various managerial causes of industrial dispute.

- Retrenchment or lay off of the workers without any reason.
- The inefficiency of the management to initiate leadership.
- Poorly built and dissatisfying recruitment policies and practices.

VOLUNTARY ARBITRATION

The word arbitration refers to the settlement of any dispute mutually with the help of arbitrator.

Thus, in voluntary arbitration, there is a third party involved in the settlement process.

Ques 3. Explain the meaning and importance of workers participation in management. Suggest measures to make workers participation in management effective?

Ans 3. Worker participation is management process by which subordinate employees, either individually or collectively become involved in one or more aspects of org decision making, occurring within the enterprises.

The basic concept of workers participation in management is based on human relations approach to management which brought about a new set of values to labour and management.

The main implementation of worker's participation in management as summarised by ILO:

- workers have ideas which can be useful.
- workers may work more intelligently if they are informed about the reasons for and the intentions of decisions that are taken in participation in the atmosphere.
- to make the workers participation effective firstly they should be a strong, democratic and representative unionism for the success of participative management.
- they should be mutually-agreed and clearly formulated objectives for participation at all levels.
- they should be effective consultation of the workers by the management.

Ans 4. Short notes

Explain the following:

(a) Types of strikes

It is a way through which a group of workmen exercise pressure on the management by stopping the work and protesting against the employer to get their

demand fall.

- PRIMARY STRIKES - The strikes which are directionally projected against the employer are called as primary strikes.
- SECONDARY STRIKES - The other name for the secondary strike is the sympathy strike. In the force is applied against the third person having some trade relations with the organisation to indirectly incur a loss to the employer and the business.

b) Conventions & Recommendations

Conventions, recommendations are drawn up by the representatives of government, employer and workers and are adopted at the annual international labour conference. Once a standard is important at the annual international labour conference. Once a standard is adopted member states are required under article 19(6) of the ILO constitution, to submit it to their competent authorities with a period of twelve months for consideration.

c) Adjudication, Arbitration

Arbitration and adjudication is the person or entity that makes the decision in a legal dispute. In arbitration, the disputing parties agree on an impartial third party - an individual or a group - to hear both sides and resolve the issue. Arbitration is often used as a medium to settle contract disputes. Parties signing a contract often agree to the use of arbitration to decide if a contract has been breached or whether it can be terminated.

d) Craft Union

Craft union comprising workers who are engaged in a particular craft or skill but who may work for various employers and at various location from to improve wage level and working condition, craft union were established in Britain and the Union States in the middle of the 19th century.

e) Rights of recognized trade union

- 1) Helping in the recruitment and selection of workers
- 2) By including discipline among the workforce
- 3) By enabling settlement of industrial disputes in rational manner.
- 4) By helping social adjustments.

f) Collective bargaining

Collective bargaining is a process of negotiation between employers and a group of employees aimed at agreements to regulate working salaries, working conditions, benefits and other aspects of workers compensation for right for work.

The interests of the employees are commonly presented by representatives of a trade union to which the employee belong.

g) Conciliation

Conciliation refers to the process by which representatives of employees and employers are brought together before a third party with a view to discuss, reconcile their difference and arrive at an agreement through mutual consent. The third party act as a facilitator in this process.

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Conciliation is a type of state intervention in settling the industrial disputes.