

Industrial Relations

Module 1_Session 3

GALGOTIAS
UNIVERSITY

Topics Covered:

- Conditions for Successful IR
- Causes for Failure of IR

Conditions for Successful IR

- **Trust between the Parties.**
- **Proactive Role of the Government.**
- **Compliance**
- **Relation Building**
- **Proper Grievance handling**
- **Collective Bargaining**

Causes for Poor IR

- **Narrow Focus of the Employer.**
- **Inflexibility of the Employer.**
- **Division.**
- **Mistrust between the parties.**
- **Mishandling of situation by Trade Unions**

Causes of Poor IR contd.....

- **1. Nature of Work:**

- It is the work only that gives birth to relationship between the employee and employer. A good work i.e., work interesting to the employee fosters good IR. The reason being an employee interested in his work remains absorbed in his/her job. This results in job satisfaction. On the contrary, a work not interesting to the employee breeds bad or poor IR.

- **2. Dissatisfactory Compensation and Work Conditions:**

- Employees often demands for equity, i.e., wages equal to what the employees of other organisations are getting in the region, industry, etc. Not fulfillment of such demands is interpreted as employee exploitation by the management. This worsens relationship between the employees and management.

- **3. Dysfunctional Trade Union:**

- Essentially, trade unions are meant to protect the interests of its members. The ongoing trade union system in India is characterised by politicization, multiplicity, and inter-union rivalry. These often lead trade unions dysfunctional and ineffective in playing their roles.

- The unions are used as a means to serve the purposes of a few (leaders) rather than working in the wider interest of the employees. As such, these unions lack workers faith and trust in their functioning. This breeds discontent among the employees and their relationship with management also gets worsen.

- **4. Non-conducive Organisational Climate:**

- A conducive and supporting organisational climate helps employees integrate themselves with organisation and enjoy a feeling of confidence in organisation. On the contrary, a non-conductive and unfavourable one frustrates the same. Instead, it creates mistrust between employees and organisation. Ultimately, mistrust boils down to poor IR.

- The effects of poor IR on an organisation are ultimately reflected in the forms of low employee morale and productivity, absenteeism, turnover, resistance to change, strikes and several types of conflicts and pressure tactics exercised against management. Thus, poor IR benefits to none. Hence, the need for developing sound IR in an industrial organisations. The subsequent section deals with the same.

- References:

- <https://www.yourarticlelibrary.com/industries/top-4-causes-of-poor-industrial-relation-explained/35429>