

Sem-4

Ch-1

## Industrial Relations : An Introduction

### Introduction

An industrial organization is a human organization. To achieve its objectives, it is essential that all human groups working in the industrial organization are interrelated and cooperate. Generally, industrial relations refer to all kinds of relationships that exist in an industrial environment. The industrial economy has divided society into employer and labor classes. The labor class is ~~repres~~ represented by trade unions, and the employer is represented by the management class.

Therefore, the existence of industrial relations is not possible without an industrial institution or organization.

The origin of industrial relations is a result of the industrial revolution. In the early stages

Of the industrial revolution, there was a direct and personal relationship between the employer and the ~~worker~~ workers.

## \* Industrial Relations

### Background

Industrial relations play a crucial role in establishing and maintaining industrial democracy. In India, it has gone through many stages. Several factors — social, economic, and political — have influenced industrial relations in India. Before independence, workers were hired and fired because they were neither organized nor had laws to protect them. Employers were in a dominant position, working conditions were poor, and wages were very low.