

event and the sacrifice of wage money can only be said to be incomparable, and even more difficulty is experienced when these are associated with elements such as social prestige, leadership, or praise.

Features / characteristics of Industrial Relations

In the context of industrial relations, some important characteristics can be given as follows:

1. Industrial relations do not emerge in a vacuum but emerge from 'employment relationships' within an industrial structure. Without the presence of two parties — labor and management — this relationship cannot arise. It is the industry that creates the environment for industrial relations.

2. Industrial relations are explained by both conflict and cooperation. This forms the basis of opposite relationship. Therefore, the study of industrial relations focuses on the study of behaviours, relationship, attitudes and processes argued by the parties centering them to eliminate or at least minimize conflict and tensions.

3. Industrial relations include the study of conditions conducive to labor management cooperation and the behaviors and methods required to bring out the desired cooperation from both parties.

4) Industrial relation study the law, rules, regulations, agreement, court decisions, traditions, and customs, as well as the policy framework