

# Concept

## of Industrial Relations

The term used to express the relationships between workers and management is 'industrial relations'. Two terms - labor-management relations and employer-employee relations - are used synonymously. These are relationship between workers and management in the industry. This is why Bethal and Associates, in their book 'Industrial Organisation and Management', described "industrial relations as that part of management which is concerned with the manpower of the enterprise". The workforce of any enterprise can be classified as 'management' and 'workers'. Relationships can be either cordial or otherwise, depending on the attitudes and approaches of management and workers. Such attitudes and approaches are

Complex of and diverse. While  
is internal, the approach to attitude  
person's ~~pos~~ psychic or mental  
State can be an external  
expression of such and attitude  
and determines mutual relationships.

• J. Henry Richardson, in his famous  
book "An introduction to the famous  
Study of Industrial Relations",  
defined industrial relations, writing,  
"Industrial Relations is an art,  
the art of living together for  
the purpose of production". Working  
together, different parties learn this  
art by acquiring the skills of  
adjustment among themselves. Although  
this definition clarifies the  
interpersonal aspect of human  
relationships, it is silent about  
the possibilities of conflict that  
can arise due to disruptions  
in ~~products~~ production. Richardson's definition  
does not mention these institutional aspects  
of industrial relations.