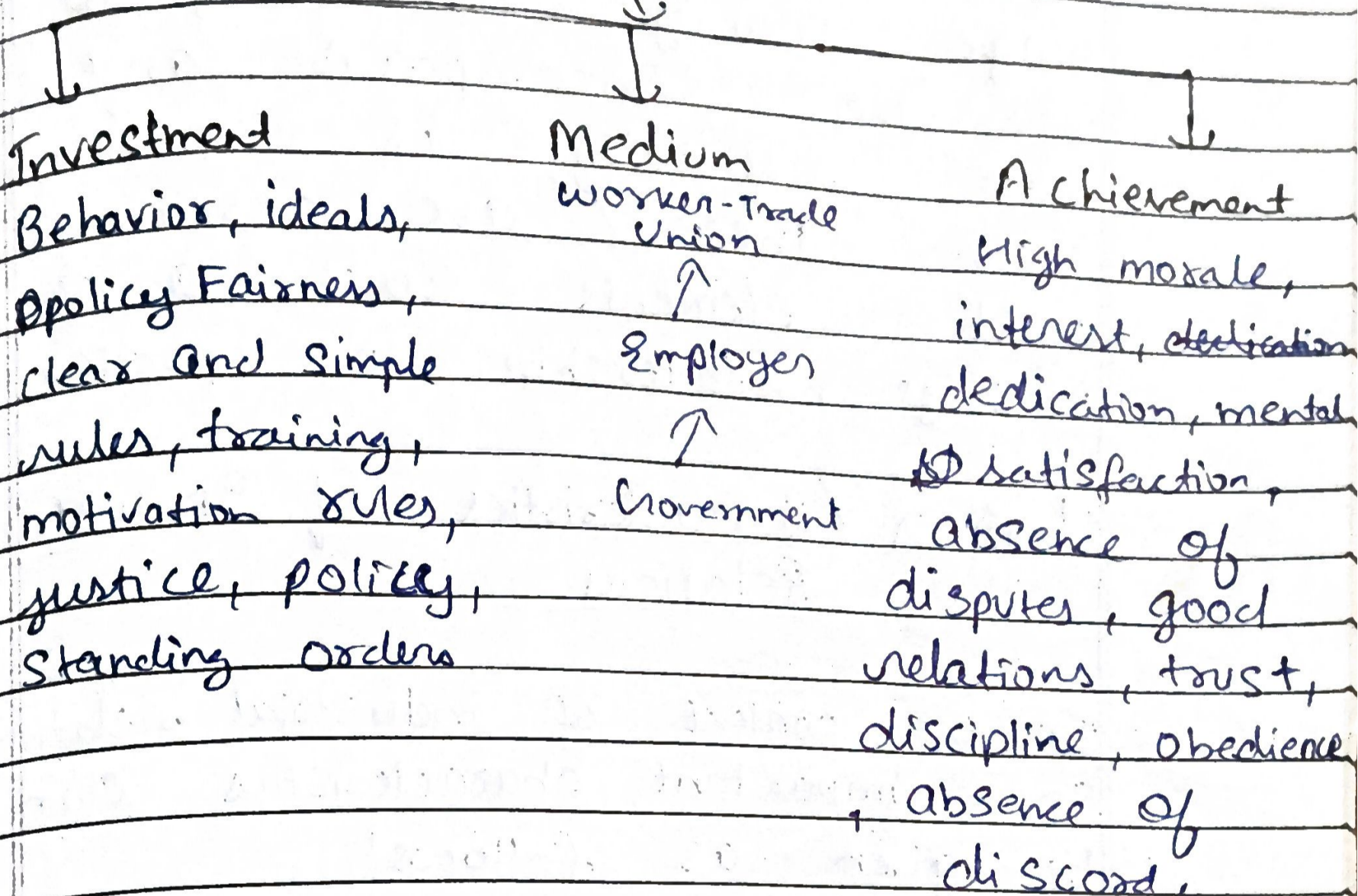


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2. Input - Output Model



Although a numerical measurement of industrial relations is not possible because it is the result of many mental expressions, it is as difficult to physically measure input and output as it is to measure the amount of rest, recreation, and entertainment. The feeling of happiness from a particular

→ Speaking
→ Drawing
→ Acting
→ Writing

→ Numbers
→ Pictures

→ Listening
→ Observing

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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.