

Continued with old topic

is that part of management which is concerned with the manpower of the organization, be it machine power or human power, skilled workers or manager."

- E.F.L. Breach, "There is no particular difference between industrial relations and employee relations, with the only difference that industrial relations emphasize employee relations more than the policies and actions of the administration to promote good relations."

- Dale Yoder has included recruitment, selection, training, personnel management, collective bargaining, etc., all within the scope of industrial relations.

- The International Labour Organization (ILO) has also included the relationship between the State and employers within the scope of industrial relations.

Definitions of Industrial Relations

1. According to the Encyclopaedia Britannica, "The concept of industrial relations has been extended to denote the relations of the State with employers, workers and their organisations."
2. According to Dale Yoder, "The term 'industrial relations' refers to the relationship between management and employees or among employees and their organisations that arise out of employment."
3. According to Tead and Metcalf, "Industrial relations is the composite result of the attitudes and approaches of the employers and employees towards each other with regard to planning, supervision, direction and coordination of the activities of an organization with a minimum of human effort and friction with an

animating spirit of co-operation and
with proper regard for the
genu genuine well-being of all
members of the organisation."