

Principles of Industrial Relations

The principles of industrial relations establish harmonious relationships between the working class and the employer. Unless the relationships between these two classes are made harmonious, no principle will be effective. Therefore, the principles should be such that their adherence can eliminate mutual discord between these two classes as soon as possible; only then can good industrial relations be established in the organization. The main principles of industrial relations are as follows:

① To Establish Industrial Democracy:

For good industrial relations, it is necessary to establish industrial democracy. For this, cooperation of employees should be obtained by making them partners in management.

2. To Create Mutual Relations between Trade Unions and Employer's Unions:

Unless there is a mutual exchange of ideas between Trade Unions and employers' unions, industrial relations cannot be good; for this reason, an exchange of ideas between these two classes is necessary.

3. Trade Unions and Employer's Unions should be willing to establish good relations: Unless trade unions and employers' unions have the desire to establish good relations in the organization or the country, good industrial relations cannot be established.