PREFACE

The economic and social status of most of the people in modern economic society depends to a large degree on their occupations. Most adults in our country, both men and women, hold jobs. Each of them spends a considerable amount of their time at the place of work, and in return, they get income.

As we all know, a few jobs are of better standard than others. Good jobs provide higher pay, better benefits and better working conditions than other jobs. And since we spend so much time on the job, the personnel relationships at the workplace for different categories are important to all of us. What causes some jobs to be better than others? Who sets the standards that apply to various jobs and by what process is it done?

Most people work for organisations that vary in size from small to very large. Some private business organisations now have several hundred thousand employees and some government organisations have several million employees. Most organisations are smaller, of course, but they also have policies and procedures and each individual is only a small part of their functioning.

Management and labour alone do not produce a product or provide services. The economic system also requires other inputs, including energy, materials, machinery, physical facilities (such as buildings), technological know-how and working capital (cash). Management and labour are the human factors that organize and combine these inputs in order to produce goods and services.

In 1947, a new India with hopes and new aspirations emerged as an Independent Nation, a master at last of her destiny to carve out her own future and to seek emancipation from the many ills which were thrust upon her as a legacy of British rule. We realised that political emancipation without economic freedom would be meaningless.

At that time there was practically no heavy or basic industry and the number of consumer-goods industrial units was also very insignificant. The area of operation of private sector in Pre-Independence India was largely limited to the fields of weaving of
woollen cloth, dyeing of leather, making of containers to hold liquids (such as milk and curd), making chariots for war, boats and ships, ploughs and carts for farmers etc. Self-sustained growth, rapid industrialisation, welfare of the people and prevention of concentration of wealth and economic power were some of the onerous tasks before the new government. The leadership accepted the challenge of the times and began to establish a mixed economy in the country.

Thus the Post-Independence era in India is one of rapid industrialisation throughout the country as a necessary step towards all round economic development. Since then, the public as well as private sector enterprise, have occupied an important position in the country’s industrial land-scape. The fast pace of industrialisation in both the public as well as private sector has given rise to complex problems of industrial relations, which posed a serious challenge before the government and the management.

In the present times there has been labour unrest and poor industrial relations in the public sector as well as the private sector. Industrial relations or labour-management relations especially, can break or make an industry. Hence, cordial and harmonious industrial relations are essential for the efficient working of an industry.

The industrial relations play a vital role in the establishment and maintenance of industrial democracy. Industrial relations in very simple terms mean "employer - employee relationship" but in industrial parlance the term envisages the relationship between the two parties who are no match for each other. It is the relationship between 'haves' and 'have-nots'; the power group and the dominant group and the 'giver' and 'taker'. Thus, industrial relations play vital role in the establishment of industrial peace, industrial discipline and industrial democracy.

The present trend in industrial relations shows that the trade unions, as well as the management have been failing in their task to maintain an atmosphere of peaceful and cordial industrial relations. For maintaining peaceful industrial relations the government took several steps for the prevention and settlement of industrial disputes. Statutory provisions have been made for recognition of trade unions, and provision of joint consultation machinery,
arbitration, adjudication, code of discipline etc. Despite all these measures, however, the state of industrial relations in our country has remained a matter of concern.

It must be clearly understood that good industrial relations are the responsibility of all who are directly or indirectly concerned with an industry, which means, the Government, the management, the unions and the workers. Good harmonious relations require active participation of all the partners in day-to-day functioning and maintenance of proper communication channels.

Keeping this fact in mind, an attempt has been made to study "Industrial Relations in Private Sector in Haryana." In the following chapters, an attempt has been made to study the above stated problem and to come up with proper solutions, for all the private sector units in regard to the industrial problems they have to face. It is earnestly hoped that this study has focused on a clear cut and more comprehensive idea of the problem.