PREFACE

The changing scenario of Unions and Management Union (Euphemistically called Associations) in India has great impact on management. Management in Public Sector can not deny the importance and influence of Unions / Associations. The growing gap between the Management and Unions / Association is losing trust to each other.

This Thesis is an attempt to find the cause and its remedies to harmonise relations among Management, Trade Unions and Association.

The Part “A’ of the Thesis covers the main areas, which are prevalent to harmonise Industrial relations and peace. Theses main areas are – concept of Industrial Harmony, Trade Union Scenario, Management of Organisational conflict Compensation Management, Worker’s participation Human factor in Industry, stress Management and concept of Voluntary Retirement Scheme (VRS).

The Part “B” and “C” of the Thesis is concerned with analysis of Industry (Public Enterprise).

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