PREFACE AND ACKNOWLEDGEMENT

Industrial relations do not constitute a simple relationship between the employers and the employees. They are complex and multidimensional resting on economic, historical, social, psychological, ethical, political, legal and other variables. In a sense, the major parties in industrial relations are the workers and the management. Both the parties have a common interest in industry but many times they are found to be pulling in different directions, which leads to industrial unrest. Therefore, it is the need of the hour to secure co-operation of both the parties to improve industrial relation which is the pre-condition to growth and stability of industry.

In India it is felt that industrial relations is a by-product of industrial revolution and it owes its origin from excessive exploitation of workers by the owners of industries. The relationship was that of two unequal - the powerful employers and powerless workers. It was, a master-servant relationship which continued for long. However, in the Post-Industrial Society, technological revolution has created a situation where boundaries have completely withered away. The world has really become a global village. This has facilitated the movement of business across the borders. Therefore, global entrepreneurs, better known as Multinational corporations (MNCs) and Transnational corporations (TNCs), have come up with multi-locational and multi-cultural characteristics. The business skyline is completely changing by continuous mergers and acquisitions across the globe. Global competitiveness is the only rule of the global business game where only the fittest can survive under these circumstances, it was not possible for India to remain isolated from the global changes, consequently, India embarked on a New Economic Policy (1991). In a sense, present
problem of industrial relations in some public and private sector enterprises under the study.

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