7.4 CONCLUSION

To meet the various challenges arising out of the dynamically changing environment and to offer an effective solution to various disputes, there is an urgent need to tone up the services provided by Conciliation and Adjudication machineries. Through some radical revamping and reorientation of the above machineries, on the lines suggested, the effectiveness and efficiency of conciliation and adjudication can be enhanced. It is only then that one can expect the settlement machinery to play a positive role in bringing about peace and harmony in industrial relations.