The problem of 'Industrial Relations' has assumed special significance in the modern age of commerce and industry. Of all the human resource management problems that have emerged on the corporate forefront in recent times, the problem of industrial relations is the one that has activated prominence than any other one. The increased popularity of this vital aspect of Human Resources Management is due to one single factor, that it deals with the people who are the base of industry—a class of people that makes the things to happen. Their inaction or violent action very often makes paper headlines. Certainly, the strikes, redundancies, gheraos by the workforce and the indifferent and inhuman attitude of employers in dealing various labour problems is a matter of great concern for one and all bothered about the nations' welfare. In fact, the very relationship between labour and management itself creates a host of opportunities; they bring the parties to conflict. A close study of the problems of industrial relations playing the various industries has been the crying need of the hour. I was prompted to take up the study of the industrial relations existing in one of the Asia's leading industries in the field of private sector
situated in Eastern Uttar Pradesh, Hindalco Industries Ltd, Renukoot, Sonebhadra (U.P.)

Over the years with rapid, industrialisation of India, a massive organised sector employing a large workforce has come to occupy an important and visible part of the country's economic life. The industrial way of life has brought in its wake a host of concerns and issues, which have led to periodical discussions. As a result, set of relationships in a totally different work context has been established. As organisations grew, and many new ones were established, people have developed and contributed to their viability created a new work environment. Hence a new industrial culture has to be taken into account.

The industrial relation's function was not given the importance it deserved, both in terms of manpower as well as in terms of continuity of action or thought. The managerial response was quite often adhoc in dealing with a problem—a patch up job—rather than a detailed understanding of the symptoms and subsequent formation of both long-term and short-term strategies.

Industrial relations are dynamic in nature as they are affected by a number of factors which change from time to time. In a dynamic
situation, where groups interact effects of interaction become cause of further effect and confusion is further confounded.

As an exploratory endeavour and an analytical attempt, the study aims at presenting a sociological aspect and the collateral overtones of industrial relations. It surveys the factors affecting industrial relations, examines the causes and manifestations of industrial disharmony and explores the possibility of an enduring peace and concord in the industrial sphere.

This study is, therefore, a modest effort to locate the causes of the various problems that arise in industrial relations in Hindalco and show how they are structurally rooted. Attempts have been made to take the recent data of the company covering the very recent period of ten years from 1994-95 to 2003-04 of Hindalco Industries Ltd. Renukoot, Sonebhadra (U.P.).

The schematic design of this research work is briefly presented as follows:

Chapter I Introduction, which introduces the problems of industrial relations in private sector undertakings. It also explains the objectives, scope of study, period of study, sources of data, research design, methodology, data analysis and limitations of the study.
Chapter II Presents the role, problems and strategies of industrial relations in a form of comparative study of industrial relations of Private and Public Sector Industries.

Chapter III Focuses the profile of Hindalco. It includes the aspects of historical perspectives, organisation structure and the performance of Hindalco covering the recent period of ten years from \(1994-95\) to \(2003-04\) in terms of investment production, employment, sales, contribution to the state and social overheads. The statistical datas of Hindalco relating to the issues of industrial relations have been properly analysed with full care and sincere efforts.

Chapter IV Describes the concept, significance of personnel policies and practices in general and also very particular to the case of Hindalco.

Chapter V Focuses the 'Industrial Relations at work' which covers the aspects such as strikes, absenteeism, accidents and labour productivity.
Chapter VI This chapter is devoted to the working conditions and welfare measures dealing with the various aspects in general and also the situations prevailing in Hindalco.

Chapter VII Focuses on the trade union structure, leadership, intra and inter-union rivalries and political influences in Hindalco.

Chapter VIII Presents the resume of wholework and summary of findings and conclusions reached and suggestions for the improvement of industrial relations in Hindalco Industries Ltd.

The present work has its own importance. The main objectives of the study are to identify the broad and specific issues relating to major problems of industrial relations to evaluate the performance of Hindalco and to give the resume of findings and suggestions for the betterment and improvement of industrial relations in Hindalco Industries Ltd. Renukoot, Sonebhadra (U.P.)

Mirzapur Margshirsh Panchami 6th, Dec. 2005

Rashikesh
Research Scholar