# CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preface</td>
<td>I - V</td>
</tr>
<tr>
<td>Acknowledgement</td>
<td>VI-VIII</td>
</tr>
<tr>
<td>List of Tables, Figures &amp; Charts</td>
<td>IX - X</td>
</tr>
<tr>
<td><strong>Chapter I</strong></td>
<td></td>
</tr>
<tr>
<td>INTRODUCTION:</td>
<td>1 - 53</td>
</tr>
<tr>
<td>Concept and Importance of Industrial Relations, Industrial Relations in Hindalco, Role of State in Industrial Relations, Industrial Relations-a comparative study, Industrial relations in India, Objectives of the study, Hypothesis, Research Design, Scope of study Period of study, Sources of Data Methodology, Techniques of data collection, Data Analysis, Method of Presentation, Plan of the Study.</td>
<td></td>
</tr>
<tr>
<td><strong>Chapter II</strong></td>
<td>54 - 86</td>
</tr>
<tr>
<td>INDUSTRIAL RELATIONS IN PRIVATE AND PUBLIC SECTOR</td>
<td></td>
</tr>
<tr>
<td>Analysis, Industrial relations, Important aspects of Industrial Relations in Public &amp; Private sector: Standing orders, Collective bargaining, Wage administration, State intervention, Industrial disputes, Workers' participation, Trade unionism, Suggestions</td>
<td></td>
</tr>
</tbody>
</table>
CHAPTER III  Profile of Hindalco:
Hindalco today, An industry leader
Aluminium copper, Organisation structure, Performance of Hindalco:
Employment, Investment, Production
Sales & Profits/Losses, Contribution to social oversheads, Contribution to Exchequer,

CHAPTER IV  Personnel Policies & Practices:
Concept, significance and application of Personnel policies in Hindalco,
Procurement, Promotion, Transfer,
Communication, Disciplinary actions
Personal practices: Screening of applications, tests, interview, final selection & placement, Communication system in Hindalco

CHAPTER V  Industrial Relations at work:
Importance, Industrial Relations in Hindalco-an overview: Strikes, Impact on Industrial Relations, Absenteeism,
Measures to control absenteeism,
Suggestions to minimise absenteeism,
Accidents, Accidents in Hindalco, Incidence of Accidents, Reasons for Accidents, Measures taken by Management regarding accidents,
Labour productivity, Awareness of productivity linked with incentive scheme, Measures taken to improve Labour productivity, Role of Trade Unions in increasing Labour productivity, Overall assessment of industrial relations in Hindalco

CHAPTER VI

Working conditions and welfare measures;

Part-I Working conditions :

Concept, Working conditions in Hindalco: Drinking Water, Latrines and Urinals, Medical facilities and First aid, Canteen, Rest shelters, Ventilation, Safety, Hours of work and shift system, Suggestions for improving working conditions,

Part-II -Welfare Measures :

CHAPTER VII  Trade Unionism and Industrial Relations:
Concept of Trade Unions, Trade Unions Objectives, Recognition of Trade Unions, Right and Privilege of A Trade Union, Functions and Obligations of Trade Union, Obligations of Employer, Industrial Peace, Trade Unionism in Hindalco, Problems of Trade Unions, Recognition of Trade Unions, Statutory Recognition, Right of Recognised Unions, Inter and Intra-Union Rivalry, Inter and Intra-Union Rivalries in Hindalco, Reasons for Unions Rivalries, Suggestions for reducing Unions Rivalries, Problem of Finance of Trade Unions, Financial Position of Trade Union in Hindalco, Political Affiliation, Political Affiliation in Hindalco, Trade Union Leadership, Trade Union Leadership in Hindalco, Workers' Participation in Union Activities, Suggestions for Strengthening Trade Unions, Enlargement of Functions, Leadership, Union Rivalries, Registration, Improvement of Financial Position, Verification of Membership, Recognition of Union,

CHAPTER VIII  Summery of Findings & Suggestions Bibliography