# INDUSTRIAL RELATIONS

## CUSAT UNY

# Study guide, notes, HR, MBA

Industrial relation refers to a relationship between the employers and employees. It also refers to a field of study that examines these types of relationships, especially groups of workers in unions.

The employers are represented by management and employees are represented by unions. There's also a third party involved, the government which acts in the interests of the employees by enacting various legislation.

#### FACTORS INFLUENCING INDUSTRIAL RELATIONS

 Institutional factors – These factors include factors such as labour policy of the government, labour legislation, employers' and employees' organizations and their policies, collective bargaining agreements, voluntary codes, implementation machinery, etc.

 Social factors – These include factors like norms, customs, beliefs, traditions, values, social status, level of education, level of awakening, etc.

3. Economic factors – These include factors such as system (capitalist, socialist, communist, mixed economy), economic conditions and policies, source of labour supply, nature and composition of workforce, relative status of labour market, level and structure of wages, dearness allowance, incentives, price level, nationalization of industries, level of unemployment, etc.

4. Psychological factors – These include the attitudes and perceptions of workers towards management, their behavior towards labour unions, fellow workers, their views about living and working conditions, their level of morale, motivation and boredom, etc.

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Ying Liu

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# **Table of Contents Industrial Relations Study Guide**

- 1. Understanding the eBook Industrial Relations Study Guide
  - The Rise of Digital Reading Industrial Relations Study Guide
  - Advantages of eBooks Over Traditional Books
- 2. Identifying Industrial Relations Study Guide
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
- 3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Industrial Relations Study Guide
  - User-Friendly Interface

- 4. Exploring eBook Recommendations from Industrial Relations Study Guide
  - Personalized Recommendations
  - Industrial Relations Study Guide User Reviews and Ratings
  - Industrial Relations Study Guide and Bestseller Lists
- 5. Accessing Industrial Relations Study Guide Free and Paid eBooks
  - Industrial Relations Study Guide Public Domain eBooks
  - o Industrial Relations Study Guide eBook Subscription Services
  - Industrial Relations Study Guide Budget-Friendly Options
- 6. Navigating Industrial Relations Study Guide eBook Formats
  - o ePub, PDF, MOBI, and More
  - Industrial Relations Study Guide Compatibility with Devices
  - Industrial Relations Study Guide Enhanced eBook Features
- 7. Enhancing Your Reading Experience
  - o Adjustable Fonts and Text Sizes of Industrial Relations Study Guide
  - Highlighting and Note-Taking Industrial Relations Study Guide
  - Interactive Elements Industrial Relations Study Guide
- 8. Staying Engaged with Industrial Relations Study Guide
  - o Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Industrial Relations Study Guide
- 9. Balancing eBooks and Physical Books Industrial Relations Study Guide
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Industrial Relations Study Guide
- 10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
- 11. Cultivating a Reading Routine Industrial Relations Study Guide
  - o Setting Reading Goals Industrial Relations Study Guide
  - Carving Out Dedicated Reading Time

- 12. Sourcing Reliable Information of Industrial Relations Study Guide
  - Fact-Checking eBook Content of Industrial Relations Study Guide
  - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
- 14. Embracing eBook Trends
  - Integration of Multimedia Elements
  - Interactive and Gamified eBooks

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