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(i) Industrial Relation:- IR concerned with the systems rules and procedure used by unions and employers to determine the reward for effort and other condition of employment to protect the interest of the employed & their employers and to regulate the ways in which employers treat their employees.

(ii) Trade Union:- An organisation of workers or employees formed mainly to negotiate with employers on various employment related issues.

(iii) Wage & Salary administration:- It is an integral part of management, systematic approach to provide monetary values to employees.

(iv) Principle of Trade Union:-

- (a) Interest of all parties should be considered.
- (b) Wage plans should be flexible and responsive to changes.
- (c) Differences in wages should be based on logical facts.
- (d) Consistently align with organisation plan.

(v) Compensation:- It is a comparative term. It includes wage and all other allowances and benefits like allowances, leave facilities, housing, travel and non-cost such as recognition, privileges and symbol of status.

Ans (2) Function of Industrial Relation:-

- Employee-employer relation
 - A smart wage and salary administration
 - Employees career prospects promotion and transfer.
 - Retirement benefits and medical facilities
- labour management relation
 - There exist a strong collective bargaining machinery.
 - An efficient industrial dispute machinery.
- Industrial peace and productivity.
 - Try to maintain healthy and improve union mgmt.
 - To ensure there is no strike, log out or lay off.
 - To look after the up-gradation of technology and methods production.
- Aspects ID Industrial democracy.
 - To improve public relationship
 - To bring humanism & professionalism in the industry.
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Continued to Ans (2)

Factors affecting IR.

→ Economic Factors

- Working condition
- Wage and salary structure
- Bonus & profit sharing

→ Social factors

- A ~~say~~ supportive environment requires both economic, social and psychological rewards.

→ Technological factors

- Scientific technique for production
- High degree of modernization
- Scientific management

• Political factors

- Improving the international relations.
- Implementing international laws.

Ans (3) Approaches being used in Industrial Relation

- ① DUNLOP APPROACH → Explain the industrial system as the subsystem of society
- ② Unitary approach - They own & therefore they control
- ③ Pluralist approach - The organisation is composed of individual who make up distinct sectional group, each with it's own interest, objectives and leadership.
- ④ Radical perspectives - It is based on the notion that the production system is privately owned & motivated by profit
- ⑤ Gandhian Approach - labour management is a powerful stimulus to economy. Each individual worker is a human being.

Ans-4 Objective of Trade Union

- (i) Protection of workers and provision for their security
- (ii) Improving the wages, conditions of work and standards of living.
- (iii) Raising the status of the workers as a part of industry.
- (iv) Contributing in nation's socio-economic development.
- (v) Support pro-union political parties
- (vi) For the benefits of members, resolve disputes in a mutually acceptable manner.

Ans 5 :-

- ~~Wage~~ Wage → Paid to blue-collar workers, paid daily, weekly or monthly, paid for the jobs which can to some extent be measured in terms of money worth.
- Salary → Paid to white collar workers, paid monthly, paid to employees whose contribution cannot be easily measured
- Compensation → a comparative term - includes wage and all other allowances and benefits like allowances, leave facilities, housing, travel and non-cash such as recognition, privileges and symbol of status.

Factor influencing wages and salary

- Prevailing wages in the region
- financial position of the company
- Trade Union's pressure on the management
- Government policy on wages and salaries.
- Relative worth of job done.
- Demand and supply of labour.
- Economic condition of the nation.