

Subject - Industrial Relations

Topic - Characteristics of Industrial Relations

Following are the characteristics

or features of industrial relations:

1. Existence of two parties: Industrial Relations could be not ^{exist} without two parties. It is ~~not~~ do not emerge in a vacuum but emerge from 'employment relationship' within an industrial structure. Without the presence of two parties (labour and management) this relationship cannot arise.
2. Conflict and Co-operation: Industrial relations are explained by both conflict and co-operation. The study of industrial relations focuses on the study of behaviour, attitudes, relationship and processes ~~agreed~~ argued by the parties centering them to eliminate or at least minimize conflicts and tensions.
3. Large system: Labour and management are the part of larger system, ~~therefore~~ the

The study of industrial relations also includes broader atmospheric issues such as the technology of the workplace, the country's socio-economic and political environment, the country's labour policy, the attitude of trade unions and the ideologies of workers and employers.

4. Labour-management cooperation:
Industrial relations include the study of conditions conducive to labour-management cooperation and the behaviours and methods required to bring out the desired cooperation from both parties.
 5. Study of different laws and decisions:
Industrial relations study the laws, rules and regulations, agreements, court decisions, traditions, customs and policies of the Govt.
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