

When man came into being in Ancient time, he used to quench his hunger from fruits and raw meat. At that time man used to cover his body from bark and leaves of trees remaining below open sky, under trees or in caves. It means the man was direct consumer and fully dependent on the natural resources. But human intelligence began to develop culture slowly and continuously. After some time people began to cultivate and began to their daily work by making weapons of stone. It is seen that culture and civilization have developed day by day continuously. Human intelligence also developed as well and man began to develop technology also with help of their knowledge. As a result of technological development or with help of human knowledge many new instruments or machines having more capacity of production or work have come in the present age and with the help of which production or manufacturing work of different commodities is being done in industries at large scale on the other hand it is found that, in ancient time an individual meets himself his necessity. With the passage of time family and society came into being. Industries also began to be developed as well. People began to produce different kinds of commodities to fulfil the demand of increasing population.

In the beginning a man played both the role of a producer and a seller. But the demand of daily use commodities gradually increased due to population growth. Initially the agro-based industries were established and due to increment in demand of production the person started the production with the help of his family member. More increment than before has been taking day by day in all the spheres like- world population, necessities of people, technological development, search of mineral materials, mental and intellectual development, etc. Hence, in such a situation, cottage industries and small scale industries began to be established with a view to manufacturing or producing commodities, so that production in proper quantity may be done to supply commodities according to demand. When such types of industries began to be established, some persons began to be employed to work in these

cottage and small scale industries. At that very time, for the first time, employer - worker relationship came into being where all the decisions regarding work and employment conditions of workers were taken by employers.

But in course of time, industrial revolution took place in almost all the countries of the world. Really Great Britain and United States of America are considered to be the birth place of industrial revolution where production of different types of commodities started at large scale with the help of new machines during the later half of the 18th century. It is found that production at large scale started after industrial revolution and large number of workers began to be employed for production work. Due to working in large number together, pressure imposed on employers by workers to bring improvement in their work and condition and unity come among workers because enough different labour problems took place due to establishment of large scale industries. So, workers started to unite with a view of making themselves strong. Workers began to raise their voice against their exploitation. It is the reason due to which Millis and Montogomary have written in their book "Organised Labour" that - Industrial Relation is the gift of industrial revolution.

The word 'Industrial Relation' is consisted of 'Industry' and 'Relation' which means such a relation which is found in industry and is related to industry. Generally, there are two parties namely employer or manager and workers in an industry. So relation between these very two parties is called 'Industrial Relations.' But the relation should be established due to terms and conditions of employment e.g. if relationship between employer and a worker is formed due to friendship, marriage, neighbour, caste, such a relation cannot be called Industrial Relation. That is why Krikaldy, in his book "Spirit of Industrial Relations" has written that "Industrial Relations refer to that relationship which grows in an industry between labour and management. But as the time passed, various types of concepts regarding Industrial Relations were propounded. "Industry" refers to "any productive activity in which an individual (or a group of individuals) is (are) engaged". By "relations" we mean "the relationships that exist within the industry between the employer and his workmen." The term industrial relations explains the relationship between employees

and management which stem directly or indirectly from union-employer relationship.

Industrial relations are the relationships between employees and employers within the organizational settings. The field of industrial relations looks at the relationship between management and workers, particularly groups of workers represented by a union. Industrial relations are basically the interactions between employers, employees and the government, and the institutions and associations through which such interactions are mediated.

The term industrial relation has a broad as well as a narrow outlook. Originally, industrial relation was broadly defined to include the relationships and interactions between employers and employees. From this perspective, industrial relation covers all aspects of the employment relationship, including human resource management, employee relations, and union-management (or labour) relations. Now its meaning has become more specific and restricted. Accordingly, industrial relations pertains to the study and practice of collective bargaining, trade unionism, and labour-management relations, while human resource management is a separate, largely distinct field that deals with non-union employment relationships and the personnel practices and policies of employers.

The relationships which arise at and out of the workplace generally include the relationships between individual workers, the relationships between workers and their employer, the relationships between employers, the relationships employers and workers have with the organizations formed to promote their respective interests, and the relations between those organizations, at all levels. Industrial relations also includes the processes through which these relationships are expressed (such as, collective bargaining, workers' participation in decision-making, and grievance and dispute settlement), and the management of conflict between employers, workers and trade unions, when it arises. In broader sense industrial relations means all such relationships that a business enterprise maintains with various sections of society including employee, state, customers and public in industries contact. In narrow sense it refers to all types of relationships between employer and employee, trade union and management, workers and union and between employee and employee. It also includes all sorts of relationships at both formal and informal levels in the organisation.

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The parties involved in industrial relations i.e. employees and the employers have a common purpose of production. They willingly bind themselves to work together. Economic interest brings employees for wages and employers hire their services as a factor of production. It highlights interpersonal relations but ignores conflicts of interest. It is an art which two parties learn by acquiring the skills of adjustment.

## DEFINITIONS

It is found that definition given by scholars have changed with the passage of time due to changing circumstances, policy of interference or laissez faire policy of Government, impact of external organisation or institutions on works, etc. Some of the important definitions of Industrial Relations are as follows:

1. **V. B. Singh**, in his book "**Climate for Industrial Relations**", has written that- Industrial relations are an integral aspect of social relations arising out of employer employee interaction in modern industries which are regulated by the state in varying degrees in conjunction with organised social forces and influenced by prevailing institutions. This involves a study of the state, the legal system, workers and employers, organisations at the institutional level; and that of patterns of industrial organisation (including management), capital structure (including technology), compensation of the labour force and market force at the economic level.

✓ 2. **J. Henry Richardson** has said in his book "**An Introduction to the Study of Industrial Relations**" that- Industrial relations may be referred to as an art, the art of living together for purposes of production.

3. **Allan Flander** in his book "**Management and Unions**" has said that- The subject of industrial relations deals with certain regulated and institutionalised relationships in industry.

4. **H. A. Clegg** has said in his book "**Industrial Democracy and Nationalization**" that- The field of industrial relations includes the study of workers and their trade unions, management, employers' associations and the state institutions concerned with the regulation of employment.

5. Explaining industrial relations the **International Labour Organisation** has said that- Industrial relations deal with either the relationship between the state and employers' and workers' organisation.