

B. Com. Sem, IV (MTC-4)

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 ^{exist} not ^{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 ~~argued~~ argued by the parties centering them to eliminate or at least minimise conflicts and tensions.
3. Large system: Labour and management are the part of larger system. ~~Therefore, the~~