

BOOK REVIEW

“INDUSTRIAL RELATIONS AND LABOUR LEGISLATION”

Author: R. C. Sharma

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In today's business affairs when each strategic policy is important, we can't put aside the industrial relationship. To cope-up with the stiff industrial competition anyone first should be internally sound. A sound interpersonal relationship is the key to strengthen itself. The book, "Industrial Relations and Labour Legislation", by R. C. Sharma is an informative book that describes how a sound industrial relation is important for the business perspectives.

The book revolves around two main aspects: Industrial Relationship and Labour Legislation.

The origin of the term industrial relations is dated back since the human learned the production and trade of goods. Traditionally, it is being viewed as the relationship between employer including their representatives and workers with their representatives only. However, in the modern time, industrial relations include not only workers and employer, but also the state and other stake holders.

Modern theories and approaches simplify the concept and deeply study the interpersonal relationship of parties involved in it. In any industry, mainly three parties are involved, owner, who invest money and take risk; employees, employees use their skill and labour which include their physical and mental faculties. Their sound relationship results in healthy corporate environment in the industry. They work collectively at the same place

but each party has its own interest to work together, which is the main cause of conflict among them. This situation demands a separate branch of knowledge to build a sound interpersonal relationship in the industry.

To cover these aspects, the author has presented the contents very well and in a systematic way. For this, he has organised the book into two main sections - the first fifteen chapters deal with the anatomy of industrial relations viz., various concepts and approaches related to industrial relations, industrial disputes, collective bargaining, trade unions, workers' participation in management, discipline, grievance handling procedure, wage fixation, technological changes, industrial safety, health and hygiene, workers' education, quality circles, structuring of jobs, fringe benefits, labour policy of the Government of India, etc., the deep understanding of which is crucial to lay down a sound foundation of good industrial relations. The remaining chapters i.e. the second section of the book, throw light on the issues of the International Labour Organisation and its impact on Indian labour legislation, the machinery of labour administration operational in our country and labour legislation, including protective and employment legislation, regulatory legislation and social security legislation—all of which play a vital role in giving shape to and determining the status of industrial relations in our country.

Besides the aforementioned attempt, a large number of exhibits, tables, case studies, practical examples, recent developments, management strategies related to interpersonal relationship, individual and group exercises, facts and figures, explanation of various terms used in the text, footnotes, annexures, etc., have been used comprehensively and expressively to make the reading of the book more factual, realistic, illustrative, beneficial, interesting and meaningful. The contents of the book are intended to be extremely useful not only for the students of UG and PG level and faculties of human resource management, human resource and

organisation development/personnel management/industrial relations/public administration/social work/business economics, etc., but also for professionals and researchers to gain a conceptual clarity and information on various topics, especially in a chronological order, and to understand the current problems in the arena of industrial relations, demanding pragmatic research and realistic solutions. In last, it can be concluded that this book will definitely explore the domain knowledge of the interest holders in understanding and solving the practical management and corporate problems.
