**Introduction:**

The relationship between Employer and employee or trade unions is called Industrial Relation. Harmonious relationship is necessary for both employers and employees to safeguard the interests of the both the parties of the production. In order to maintain good relationship with the employees, the main functions of every organization should avoid any dispute with them or settle it as early as possible so as to ensure industrial peace and higher productivity. Personnel management is mainly concerned with the human relation in industry because the main theme of personnel management is to get the work done by the human power and it fails in its objectives if good industrial relation is maintained. In other words good Industrial Relation means industrial peace which is necessary for better and higher productions.

Industrial relations has its roots in the industrial revolution which created the modern employment relationship by spawning free labor markets and large-scale industrial organizations with thousands of wage workers. As society wrestled with these massive economic and social changes, labor problems arose. Low wages, long working hours, monotonous and dangerous work, and abusive supervisory practices led to high employee turnover, violent strikes, and the threat of social instability. Intellectually, industrial relations was formed at the end of the 19th century as a middle ground between classical economics and Marxism. The relation between workers and management have undergone Himalayan changes in our country there had been a system of king and his subjects, all should work to improve the coffers of the king. Later Zamindars came and workers were at their mercy – some time bonded also, later with the formation of East India company and British Rule a heart less Hire and fire system was established. Industrial workers were no man’s child neither the employers or government cared for them, there were no union also. Gradually enlightened leaders came in like, Gokale, MK Gandhi, Roy, Tilak etc felt the need for workers union. Their relentless efforts forced both governments and the employers to think of workers lot small unions were formed, government enacted rules like “Trade union Act 1926”. Industrial disputes Act etc. Various factors responsible for this are-

- Growing prosperity
- Rising wages
- Workers higher standard of living
- Education
- Greater mobility
- Individually owned organization have became Corporate enterprises.
- Progressive, status-dominated, secondary group-oriented, sophisticated class of workers has came into being who have their own trade unions, thus gained bargaining power which enable them to give a tough fight to their employers to establish their rights in the growing industrial society.
- Legislation to safeguard the rights of the industrial workers in private enterprises.
- Changes in the techniques and methods of production

Industrial Relations (IR) has traditionally been a fire-fighting function in our country. The IR man comes into full play only after the crisis erupts. This is so much the case that some IR men are actually known to have stoked the fire to reinforce their own relevance to the organisation "....... the MD of a large corporation remarking that his personal manager was so much of a fire fighter that he felt uneasy when there was no fight", so goes the perception about IR.

Thus, the scenario relating to IR is a mixed one, Sparks between enlightened managers and motivated workforce coexists with large scale violence leading to destruction and closures. But the scenario must change.

Unionization, job security, protective legislation and other measures are losing there relevance. The catch words now relevant are productivity, competitiveness, downsizing and union free plans.

1.2 PRESENTATIONS OF CONTENTS
**Nature of IR**

Essentially, IR is concerned with the relationship between management and workers and the role of regulatory mechanism in resolving any industrial dispute. A formal definition is: "... concerned with the systems, rules and procedures used by unions and employers to determine the reward for effort and other conditions of employment, to protect the interests of the employed and their employers, and to regulate the ways in which employers treat their employees." Specifically, IR covers the following areas:

2. Role of management, unions, and government.
3. Machinery for resolution of industrial disputes.
4. Individual grievance and disciplinary policy.
5. Labour legislation.
6. Industrial relations training.