



HRM and Labour Relations

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ABSTRACT: *Labor are the participating workers and normally they are typically around the certain age around (14 to 16 years) and below retirement (around 65). Labors are employed in industries and companies for work and they are on the daily wages and some are on the fix wages. Human Resource Management is the study of people at work and the activities associated with recruitment and selection, training and development, retention, and occupational health and safety. A key component is Organizational Behavior, which examines things like leadership, motivation, employee attitudes, and productivity. Labor Relations is the study of how employers and employees work together to create a fair workplace. It has been observed that the class relations and the role of the state automatically bring the foreground the issue of forms of resistance. The relations between labor and HRM are essentially importance because HRM involves the process of employing people, developing their skills/capacities, and utilizing their services. In today's time in order to retain in the market organizational growth is very important and this organizational growth can be achieved if there is a strategic management of human resources. Skills and knowledge are the driving forces of economic growth and social development for any country so the Human resources management should look forward for providing more and more skills and knowledge to the labour. The purpose of the paper is to examine labor relations and HRM and also it will deliberately look in to some of the issues and challenges in relations between Labor relations and HRM.*

Key words: *Organizational Behavior, organizational growth, Labor Relations, training and development*

Introduction

The Context:

After the industrial revolution of England in the period from about 1760 to sometimes between 1820 and 1840 and within decades it is spread to Western Europe and the United States. From the industrial revolution to 21st century industries is one of the major indicators for the economic development of the any country. Now day's industries are very essential for the economic development of the country as well as the economic growth of the country. Because by the industries there is a more production of the goods and other manufacturing items so by the industries there is more employment opportunities for the people. For the any company or any industry

there is always need of the labour. If there are more numbers of labour in the industries there is more production and more industrial growth as well as the economic growth of the country. For the effectiveness and efficiency of the work skilled labour are required. Basically laborer's define as basic mode of production by using the physical and mental efforts for making the goods and services for the company or any industry. Labour is a primary or human factor of production. It shows human resource. In industry or in any company there is a set of criteria for the recruitment, selection, reward, placement, job analysis, training and development and to manage all these things the management of human resource is required. And to manage the human resource or labour the management of human resource is required.

Human Resource management is the machanism of management and it is consider with the people who working in industry peoples are having different fields like junier manager, sinier manager, accountants, clerks, supervisors both technical and non-technical departments of any organization.

What are labor relations?

Labor relations are also called as the industrial relations (Trebilcock). Labor relations basically mean that the relations of the employer and employee at the work place. It can also refer as the dealing between the management and the employer in the day-to-day working of the industry. Industrial Relation is a whole field relationship that exists because of the necessary collaboration of men & women in the employment process of an industry. Industrial Relation is the outcome of the practice of Human Resource Management & employee relations.. The concept of industrial relations has a very wide meaning and connotation. In the narrow sense, it means that the employer, employee relationship confines itself to the relationship that emerges out of the day to day association of the management and the labour. (Trebilcock)

1.1Defination of Human Resource Management

The basic meaning of the human resource management is to manage the labour who are participating or working in the organization or in the company. To fulfill the both organizational and personal goals the human resource is needed. Human resource management it's a kind of set of policies, practice and programs (Pravin, 2010)

Human Resource Management consider with the people dimension in management. Since every organization is made up of the people, acquiring their services, developing their skills, motivating them to higher level of performance and ensuring that they continue to maintain commitment to the organization are essential to achiving organizational objectives. This is true, regardless of the type of organization, government, business, education, health, recreation or social action. (Pravin, 2010)

1.2. In Human Resource management there are mainly two types of functions:

1. Managerial functions-

- This function involves the three types of the functions such as planning, organizing, controlling, and directing. These all are the areas of the management perspective. (C.B.gupta, 2011)

2. Operating functions-

- This function concerned with the specific activities of the procuring, developing, compensating, and maintaining of an effective work. (C.B.gupta, 2011)

1.3. Objectives of Human Resource Management:

- To help the organization to reach its goals (Sharma, 2011)
- To provide organization with well-trained and well-motivated employees. (Dwivedi)
- To develop and maintain the quality of work (Dwivedi)
- To communicate HR policies to all employee (Dwivedi)

1.4 Objectives of labor relations

- To safeguard the interest of labor and management by securing the highest level of mutual understanding and good-will among all those sections in the industry which participate in the process of production. (Meshram, 2005)
 - To establish and nurse the growth of an Industrial Democracy based on labor partnership in the sharing of profits and of managerial decisions, so that ban individuals personality may grow its full stature for the benefit of the industry and of the country as well. (Meshram, 2005)
 - Improvements in the economic conditions of workers in the existing state of industrial managements and political government. (Meshram, 2005)
 - To raise productivity to a higher level in an era of full employment by lessening the tendency to high turnover and frequency absenteeism. (Meshram, 2005)

1.5. Importance of labor relation:

- *Reduction in Industrial Disputes:*
Good industrial relation reduce the industrial disputes. Clashes are reflections of the failure of basic human needs or motivations to secure adequate satisfaction or expression which are fully cured by good industrial relations. (prasad, 2009)
- *High morale:*

Industrial relations improve the morale of the employees. Employees work with great zeal with the feeling in mind that the interest of employer and employees is one and the same, i.e. to increase production. (prasad, 2009)

- *New Programs:*

New programs for workers development are introduced in an atmosphere of peace such as training facilities, labor welfare facilities etc. (prasad, 2009)

- *Reduced Wastage:*

Good industrial relations are maintained on the basis of cooperation and recognition of each other. It will help increase production (prasad, 2009)

2. Objective of the study

- Trying to identify the challenges of labour relations and Human Resource Management
- To analyses the factors which can overcome those challenges
- To study the need and importance of the labour relation and Human Resource Management
- To study different acts and schemes from the government side.

3. Data and methodology:

- The data and methodology includes secondary sources of data while preparing this paper and also there are some data which has been empirically resorted from the government websites.

4. Historical Context of the Human Resources management:

Some of the vital principles of HRM were used in prehistoric times, like mechanisms being developed for selecting tribal leaders. Knowledge was recorded and passed on to the next generation about safety, health, hunting, and gathering food.

After industrial revolution there were so many industries came into existence. People were more dependent on the industrial economy rather than agriculture side. At that time people were shifted from agriculture to industry. When we talk about history of HRM it can be traced back to England. At that time the employees like mason, carpenters, leather workers and other craftspeople organized themselves into certain unity and association. And they used their unity for betterment for there working condition. Industrial revolution broad transformation in the practices of goods and production hand made goods were replaced by machine-made goods cottage industries were replaced by large factories and small-scales production gave way to large scale products.

After this revolution the economy of US also shifted itself from agri-based to industry based. The new system of the any industry required large number of people who are well organize, well structure so that one person can able to recruit them. So industrial revolution brought in a huge of migrants and also creates

employment for them there was a need of recruitment and management of individual. And thus in this situation there was a rise of special class of managers who were considered higher than the less privileged employees and by this system it creates a gap between labour force and management and with passage of time this gap was getting more and more wide. So at this situation blaring need for human resource management. (KHILAWALA, 2013)

Human Resource Management has been given various names throughout its long history. Since being recognized as a separate and important function, it has been called 'Personnel Relations', which evolved to 'Industrial Relations', then 'Employee Relations', and finally to 'Human Resource Management'. (C.B.gupta, 2011)

5. Challenges of human resource management:

In the present management scenario Human Resource Management is one of the important mechanisms of organization. It helps to attain the efficiency and effectiveness of the Human Resource Management. But in Human resource management there are some drawbacks and challenges which are as follows.

- ***Workplace diversity:***

According to Thomas (1992), dimensions of workplace diversity include, but are not limited to: age, ethnicity, ancestry, gender, physical abilities/qualities, race, sexual orientation, educational background, geographic location, income, marital status, military experience, religious beliefs, parental status, and work experience. (Chain, 2013)

The future success of any organizations relies on the ability to manage a diverse body of talent that can bring innovative ideas, perspectives and views to their work. The challenge and problems faced of workplace diversity can be turned into a strategic organizational asset if an organization is able to capitalize on this melting pot of diverse talents. With the mixture of talents of diverse cultural backgrounds, genders, ages and lifestyles, an organization can respond to business opportunities more rapidly and creatively, especially in the global arena which must be one of the important organizational goals to be attained. More importantly, if the organizational environment does not support diversity broadly, one risks losing talent to competitors. (Chain, 2013)

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- ***Changes in political and legal environment:***

Changes in political and rural environment is also one of the major challenge for the Human Resource Management. In this challenge we can say that when a political parties came Into existence it sets the new laws and regulations and so while doing business one should have to follow the new laws and regulations. Legal and political frameworks involves many changes within which

the industrial system in the country is now functioning. There is a duty of Human Resource examine the implication and changes and brings about necessary adjustment within the organization so that latter utilization of human resource can be achieved. And it is the duty of Human Resource manager to anticipate changes and prepare the organization to face them without any breakdown in its normal functioning (Mrs. Ekta Srivastava, 2012)

- ***Change management.***

This is another challenge that more and more HR departments are facing. Being able to deal with their own changing roles in corporate society, in addition to the changes to other jobs, the overlapping responsibilities, and more. Understanding that change is required is the first step toward accepting the change (Josh, 2012).

- ***Compensation and benefits.***

With a slow economy and tightening corporate purse-strings, the issue of compensation and employee benefits is one that almost every business must deal with. The key is to present mandatory changes in such a way that employees can accept, if not necessarily agree with them while providing non-monetary morale boosting incentives whenever possible to make the changes less traumatic. (Josh, 2012)

- ***Recruiting skilled employees:***

In an era of rising unemployment, it would seem that finding qualified workers would be easier than ever. But that's seldom the case. Many industries are facing dire needs for employees with acceptable skills and the required training or degree. This applies not only to health care, but also to technology and other fields as well, causing many employers to search outside their local marketplace for workers who can do the jobs they need filled. (Josh, 2012)

- ***Training and development:***

This is another challenge that HR managers and personnel must deal with more frequently. With the need to cut training costs, training itself often suffers. Yet the skills an employee needs must still be taught. Many companies are meeting this challenge by providing eLearning opportunities that allow employees to receive the training they need without the expenses associated with travel, on-site trainers, hours away from their jobs and high-priced materials. (josh, 2013)

- ***Motivational Approaches***

Workplace motivation can be defined as the influence that makes us do things to achieve organizational goals: this is a result of our individual needs being satisfied (or met) so that we are motivated to complete organizational tasks effectively. As these needs vary from person to person, an organization must be able to utilize different motivational tools to encourage their employees to put in the required effort and increase productivity for the company.

- ***Leadership Development***

As the second of the biggest challenges for human resource management, leadership development needs to be a critical strategic initiative. HR professionals are faced with being expected to provide the essential structures, processes, tools, and points of view to make the best selection and develop the future leaders of the

organization. The WFPMA reports that, "Across the globe leadership development has been identified as a critical strategic initiative in ensuring that the right employees are retained, that the culture of the organization supports performance from within to gain market position, and that managers are equipped to take on leadership roles of the future so that the organization is viable in the long term."

- ***Managing change:***

Change management is the call of the day with big organizations integrating Six Sigma methodologies in their businesses. Change management defines the response of the business to the changing external and internal environment. The industrial growth scenario in India demands that there should be change brought about within all factions of the industry. But there are internal and external forces which resist the change. It is a huge challenge to influence the resisting forces with the organization, manage internal conflicts, motivate them to embrace change and implement the changes. (kanika paul)

- ***Retaining Talent:***

Yes, this is one of the major challenges which HRM faces today. Poaching and cut-throat competition has given an impetus to high remuneration to the deserving. People have gained exposure and their yearning to rise is sees them changing loyalty and organizations very frequently. This is especially observed in the IT and ITES sector. To manage low attrition rates and retain talent has become a mammoth hurdle which all organizations want to cross in order to reach their goals. (kanika paul)

6. Present scenario of Human Resource Management

Human resource management basically means the managing of human resource that is man power.to manage them in a very proper way so that they can able to increase the productivity of goods and services. Now days the Human Resource Management became a very important mechanism for the organization and company. If we look into the present scenario of the human resource management we find that India is today one of the six fastest growing economies of the world. The country ranked fourth in terms Purchasing Power Parity (PPP) in 2001.now days the business and regulatory environment is constantly changing and improving. A highly talented, skilled and English speaking human resource is required so there is a lot of change in this. India provides a large market for consumer goods on the one hand and imports capital goods and technology to modernize its manufacturing base on the other. Now days the faces of the Human Resource Management is changing. (teqnic)

We see the lots of changes are taking place. In the present Human Resource Management is one of the essential tools for the economic development of the country. Right now in the business scenario we find there are so many multinational companies are coming in the India so by this people of our country have the chances of the employment and for all this there is a need of the human resource management. Human resource management (HRM) is emerging as a vital component to the growth potentials of any economy. Here we found some found some major changes in the human resource management that are as follows. (PIRAKATHEESWARI).Between

the 2004 to 2011, India has experienced a decline in unionized labour. The number of labour disputes has dropped to 400 annually over the same period, compared with over 1,000 in the 1990s. The annual number of man-days lost to labour disputes in early 1990s averaged around 27 million; by 2010, while Indian economy has grown significantly and Indian labour force has expanded, the average number of man-days lost has dropped by about 30%. The downward trend continues both in terms of number of disputes and lost man-days per dispute. For example, India experienced 249 disputes in the first 5 months of 2010, and 101 disputes in 2012 over the same period.

6.1. HRM in the Present Scenario

- Reward and punishment system
- Cadre conflict
- Development of strong training system
- Low motivation or mounting frustration
- Promotions are consolations for transfers

These above are some aspects of the Human Resource Management which are very important in the present scenario. There is a lot of difference between past concept of the human resource management and today's .because of the multinational companies there is a drastic change take place in human resource management. (PIRAKATHEESWARI) Today the nature of the human resource management is changing in present the competitive advantage is based on successful application of the knowledge. To manage the big company or big organization there should be a control over the labour and workers. Managing the people as per the human resource management functions include managing organizational capabilities, relationships, learning and knowledge. There are some best practices that can be undertaking into the present human resource management that can be says as follows. (PIRAKATHEESWARI)

- Process of selecting and recruiting the best talent.
- Allotment of work and responsibility, as would be appropriate to the employee's natural talent and skill.
- System of initial training for new employees and specialized training for the experienced and skilled employees
- Provision of security in service, to the deserving employees.
- Suitable policy of recognizing and rewarding merit.
- System of healthy and transparent communication, intra and extra company.

6.2. Major trends:

- **Workplace Flexibility:** mutual work in a virtual workplace as well as flexible work hours is one of HR trends.
- **Strategic Role of HR:** becoming leaders, not just partners
- **The Value of Predicting:** having a vision & a way to achieve it.

- **Workforce Development:** constant learning in a just-in-time format, learning organization & high skill utilization
- **Global Business:** borderless business requires a global workforce to perform the function at International business level.

These are some key issues in present scenario of human resource management which are very important for the achieving of goals of the organization. These are all very important trends for the effectiveness and the efficiency of the human resource which are presently working. This can be done by using not ignoring the knowledge and experience that are available. (massud)

7. Conclusion:

Now days the term human resource management is an important mechanism for the any industry.because of the function of the managing of the people who are presently working in the company. For the efficiency and effectiveness of the human resource the human resource management is very essential. In the 21st century for the industrial growth human resource management plays an important role by making workers work towards the goals. Human resource management has the great impact on the performance of the worker or individuals and so on the productivity and the production of the industry for the effective strategic management there is definitely the need of the good Human Resource management.

If any company or organization is able to maintain the Human Resources then that company or organization will achieve the higher industries growth which is very helpful. But if Human Resource are not well manage them it would create some problems within the industries so this will leads industries in survive.

But now days in Human Resource management there are various challenges like workplace diversity, change in political and legal environment, lack of training and development programmes, lack of leadership & development and also some other major challenges which can be define as the drawbacks of the Human Resource management and to solve this all challenges that also become challenge for the HR managers. So by irradiating these drawbacks one industry can able to fulfill their goals which they set up for the industry.

Human Resource Management now days become very popular because it manage the workers in entire manner because it is the duty of HRM manager to manage the human resource in a very significant manner so that worker can able to maintain the growth of the industry. It is also very important to manage the diverse talent in industry. Because people from different knowledge & skills and different culture and to manage them in a very well way it is also very important as put of the Human Resource management.

And to conclude the Labour Relation it can be said that, it is basically known as the Relationship between the employer and employees at the workplace. It can be said that if an industry can able to maintain the good labour relation as industrial relation then it would be very helpful for the growth of the industry. And if it would be not treat properly or there is a problem with the relations of labour then it leads towards the difficulties so labour relation is also as important as Human Resource

management. If labour relationship are not well maintain there is a kind of disputes, strikes, and other things are take place which is not good for the industry so by this labour relations is also essential part of the industry.

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