



Human Resources & Labour Law Training Classes

About the Faculty :



Dr B K Kempe Gowda is presently working with Sandhar Technologies Limited. as Deputy General Manger HR\IR (Southern Region) Bangalore. He has completed his Bachelor's Degree from Government Arts College, Bangalore, MSW from Department of Social Work, Bangalore University, Bangalore, M.Phil. from Bharathidasan University, Tamil Nadu, Post-Graduation Diploma in Human Resource Management from Bangalore University and He was Awarded Doctoral Degree (PhD) from Bangalore University. Cleared his NET exam in the year 2012 conducted by UGC. He has many publications in his credit in various National and International

Journals he has presented Research Papers in various National and International Conferences he is having more than 14years of experience in the field of social development, human resource management industrial relations and labour laws. He is expert in handling of employee union, successfully signed Ten 12(3) long term wage settlements with different employee union (INTUC, AITUC, BMS, CITU, and HMKP) well versed in handling Employees Grievances and Disciplinary matters, expertise in acquiring new companies and implementing all HR policies procedures.

Topics :

- Labour Laws on Industrial Relations
- Wage Negotiations/Long Term Wage Settlements



Date : 13-08-2017

Time : 9 am to 12 pm

For Registration Visit :
www.niratanka.org

Venue: **Kanyakumari Vidya Samsthe**,
Room No. 6, 1st Floor, Kengunte, Mallathahalli,
Near Ambedhkar Institute of Engineering,
Bangaluru - 560056

Late comers wont be allowed

NIRATANKA MANAGEMENT SERVICES

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- Industrial relations has become one of the most delicate and complex problems of modern industrial society. Industrial progress is impossible without cooperation of labors and harmonious relationships

OBJECTIVES OF INDUSTRIALREATIONS

Enhance the economic position of the worker

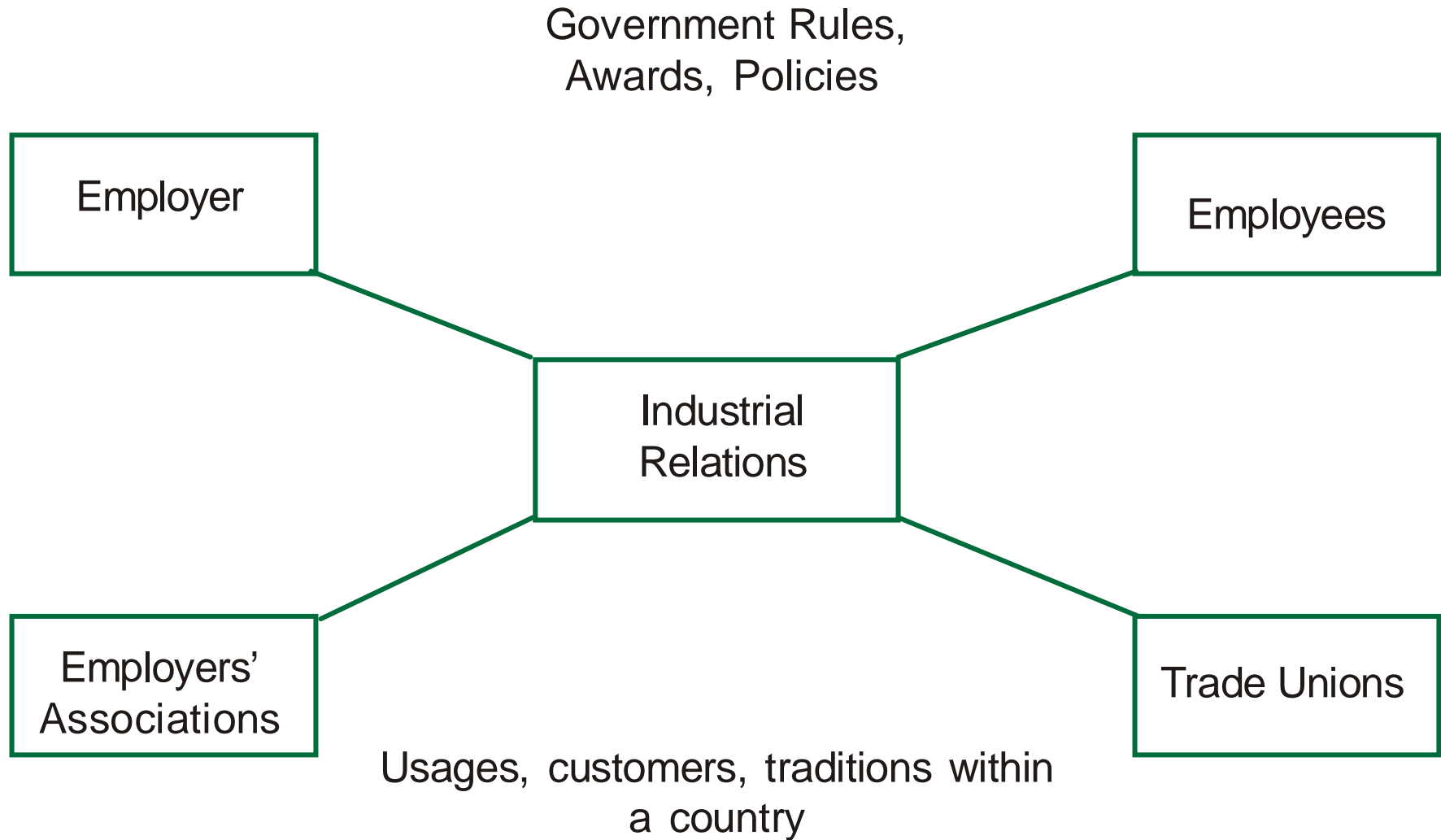
- Minimize conflicts and to the extent possible, avoid conflicts and their negative consequences
- Allow workers to have a say in important decisions affecting their lives
- Resolve conflicting issues through consultation and negotiation
- Encourage and develop trade unions in order to improve the workers' collective strength
- Pave the way for industrial democracy.

- Fair and firm approach
- Focused training interventions for union/technicians
- Strengthening internal communication
- Reinforcement on family connect
- Fresh induction to neutralize ageing profile
- Participative & Collaborative internal environment.
- Mutual Trust & cooperation with a strong focus on Company's growth & excellence in IR
- Team Work aiming at enhancing competitiveness

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The term ‘industrial relations’ has been variously defined:

- Industrial relations are viewed here as the “ process by which people and their organization interact at the place of work to establish the terms and conditions of employment.
 - J.T. Dunlop defines industrial relations as “the complex interrelations among managers, workers and agencies of the governments”.
1. **Institutional Factors:** These factors include government policy, labour legislation, voluntary courts, collective agreements, employee courts, employers’ federations, social institutions like community, caste, joint family, creed, system of beliefs, attitudes of workers, system of power, status, etc.
 2. **Economic Factors:** These factors include economic organizations, like capitalist, communist, mixed, etc., the structure of labour force, demand for and supply of labour force, etc..
 3. **Technological Factors:** These factors include mechanization, automation, rationalization, computerization etc.



Importance and essential conditions **SANDHAR**

- Sound industrial relations are essential for ensuring industrial peace and improved productivity. Cordial labour management relations enable the employer to secure cooperation and commitment from employees quite easily. It is not easy to promote and maintain sound industrial relations. Certain conditions should exist for the maintenance of harmonious industrial relations:
- Existence of strong, well organized and democratic employees' unions
- Existence of sound and organized employers' unions
- Spirit of collective bargaining and willingness to resort to voluntary negotiations
- Maintenance of industrial peace
- Establish machinery for prevention and settlement of disputes
- Provision for bipartite and tripartite committees to evolve proper personnel policies
- Establish committees to evaluate collective bargaining agreements
- Create proper legal mechanisms to settle disputes quickly and easily.

Importance and essential conditions **SANDHAR**

Need and Importance of Industrial Relations

- Smooth Running of Operations.
- Improvement in Product Quality.
- Reduction in Industrial Disputes
- Increase in Employee Morale.
- Employee Engagement and Mental Revolution

Essentials for Good Industrial Relations

- Strong and Stable Union
- Mutual trust
- Employees Participation in Management
- Effective Employees Communication
- Mutual Appreciation and Accommodation
- Implements of Agreements
- Sound personnel Policies
- Role of management
- Role of government