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DEPARTMENT OF MANAGEMENT STUDIES

SUBJECT NAME & CODE : 23BAT316 - Industrial Relations and Labour Welfare

YEAR/ SEMESTER : II MBA / III SEMSTER

UNIT 1 : INDUSTRIAL RELATIONS

Topic : Perspectives: Conflict vs. Collaboration Model



Perspectives: Conflict vs. Collaboration Model



- Industrial relations can be understood through two primary perspectives: Conflict Model and Collaboration Model.
- These models reflect different ideologies about the nature of employer-employee relationships, how disputes should be resolved, and the broader role of unions and management.
- Each model offers distinct approaches to managing workplace dynamics.



Conflict Model of Industrial Relations



- The Conflict Model views industrial relations as inherently antagonistic. According to this perspective, employers and employees have fundamentally opposing interests that lead to inevitable clashes.
- Employers seek to maximize profit, control production, and minimize labor costs, while employees want higher wages, better working conditions, and job security.
- This adversarial nature results in frequent conflicts, which may manifest as strikes, lockouts, or other forms of industrial action.



Conflict Model of Industrial Relations



- This model is often associated with Marxist theory, which argues that class conflict between the capitalist class (employers) and the working class (employees) is an unavoidable aspect of capitalist economies.
- Trade unions in this model are viewed as the collective voice of labor, organized to protect workers from exploitation and to confront managerial control.



Key Characteristics



- **Opposing Interests:** Employers aim to maximize profit, while employees seek to maximize benefits, leading to inevitable conflicts.
- **Adversarial Relationship:** The relationship between labor and management is viewed as competitive, where one side's gain is the other's loss.
- **Power Struggle:** Conflict arises from an imbalance of power, with unions seeking to redistribute economic and social power in favor of employees.
- **Industrial Action:** Strikes, protests, and lockouts are common in this model, as employees often use these means to assert their demands.



Suitable Scenario



A conflict model scenario can be seen in industries where wages are low, working conditions are poor, and employees feel exploited.

For example, in the garment manufacturing industry in some developing countries, employees may work under unsafe conditions for minimal pay, while the employers prioritize cost-cutting to remain competitive in the global market.

In such a situation, workers may form unions to demand better wages and safety standards, leading to strikes and confrontations with management.



RECAP

QUESTIONS???

THANK YOU