



# **SNS COLLEGE OF ENGINEERING**

**Kurumbapalayam (Po), Coimbatore – 641 107**

**An Autonomous Institution**

**Accredited by NBA – AICTE and Accredited by NAAC – UGC with ‘A’ Grade**

**Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai**



## **DEPARTMENT OF MANAGEMENT STUDIES**

**SUBJECT NAME & CODE : 23BAT316 - INDUSTRIAL RELATIONS AND LABOUR  
WELFARE**

**YEAR/ SEMESTER : II MBA / III SEMSTER**

**UNIT 2 : INDUSTRIAL CONFLICTS**

**Topic : Introduction to Industrial Disputes**



# Introduction to Industrial Disputes



- Industrial disputes are conflicts, disagreements, or differences of opinion between employers and employees or between workers themselves within an industry.
- These disputes typically arise over issues such as wages, working conditions, hours of work, benefits, job security, or organizational policies.
- Industrial disputes can take various forms, from strikes and lockouts to slowdowns or other forms of protest, and they are a key aspect of labor relations.



## Causes of Industrial Disputes



- Economic Causes : Wages, Working Conditions,OT & Incentives
- Managerial Causes :Disciplinary Actions,Promotions and Transfers
- Political Causes : Trade Union Rivalry ,Interference by External Forces
- Social and Psychological Causes : Work-Life Imbalance,Unjust Treatment



## Types of Industrial Disputes



- Strike
- Lockout
- Gherao
- Picketing
- Work-to-Rule
- Go-Slow



## Mechanisms for Resolving Industrial Disputes



- Collective Bargaining
- Mediation
- Conciliation
- Arbitration
- Adjudication



## Effects of Industrial Disputes



- Economic Impact
- Social Impact
- Political Impact
- Individual Impact



## scenario



- A group of workers in a manufacturing plant demands a salary hike in response to rising inflation. The management offers only a minimal increment, which the workers believe is insufficient. This leads to a disagreement, with the workers threatening to strike unless their wage demands are met.
- Workers at a call center are dissatisfied with the constant requirement to work night shifts without rotation, which disrupts their personal lives. This results in complaints about a poor work-life balance, leading to high employee turnover and dissatisfaction.



## scenario



- After employees in an automobile factory threaten to go on strike over safety concerns, the company responds with a lockout, preventing workers from entering the premises until they agree to the company's conditions.
- Workers in a textile factory stage a gherao, surrounding the HR manager's office and refusing to let the manager leave until their demand for improved working conditions is met. The manager is confined for hours.





**RECAP**

**QUESTIONS???**

**THANK YOU**