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Research Article

Industrial Harmony is Need of Hours for Growth of Economy a Nation

“Any labour which competes with slave labour must accept the economy conditions of slave labour”

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Abstract-- Peace and harmony are essential nature of industrial growth of a nation. Today's loss of men hours is a subject of pervading nature. It affects the industrial society as well as rest of the world. The loss of working hours is the obstacle of industrial growth of any nation. Sometimes the man hours are lost due to strike and lock out in the establishment. As regards productivity is concerned in political interference into trade union affairs and self-style ego in the employers are responsible for disharmony in the industrial establishment.

The national economy is required more and more industrial production. The indiscipline in the industries is creating violence and vandalism in the society. Wastage of man hours demands industrial pacification. Any country like India cannot tolerate frequent stoppages of work for frivolous reasons or to organise violence that too often grow with them. Therefore, this is right time to restrict or avoid indiscipline in the industrial establishment. However, neither the employees nor the employers may hold the nation's economy to ransom. Industrial democracy is so essential for establishing harmony in the industrial under taking.

Amity and good relationship between the employer and employees in industrial establishments is required a significant growth of productivity as well as growth GDP of a nation. This paper is concern to maintain harmony in the undertaking. However, conflicts are always affecting productivity, profitability, and competitiveness. This study explores the various factors contributing to the disrupt industrial activities which is created unhealthy atmosphere between the employer and employees. Sometimes, conflict in the industry is increasing absenteeism, poor planning, interruption of equipment, and less productivity. It also assesses the economic implications of this inefficiency and proposes solutions such as improved human resource management, preventive maintenance, and employee engagement strategies. Now the right time to take bold steps for the growth of employment opportunity and strong financial ability. Industrial establishments rely heavily on efficient labour management for optimal productivity.

Keywords-- Adjudication, Progress, Wastage, Productivity, Economic, Conflict and Hours.

I. INTRODUCTION

The term 'Industrial Harmony' and 'Industrial Relations' are not equal meanings through the eminent management scientist. The natures of two words are also different. The scopes of the industrial harmony are wider and industrial relation includes with the wide concept on the industrial jurisprudence. A good peace relationship would create proper and effective industrial relations. Human relations in enterprise should exist for the growth of industrial harmony and production. That relationship should be cultivated and practiced by the management, or a supervisor with his subordinates. The human relationship ensures fair mechanism which will be worked for the growth of every possible thing. The concept of human relations in industry is to ensure that fundamental rights are not counted as powerless. It is a mechanism to make certain things which is essentials for the national growth.

Industrial harmony create motivation for work harder than another. Motivation is the unifying concept for human relations. Through motivation workers are doing energetically. Motivation is the study of human attitude at work and efforts to better action producing desired goods. Human relation is an applied are and science. Individual effectiveness depends, to a considerable extent, upon the physical and mental efforts and abilities of those who manage and perform with human abilities, skill and knowledge. The natural and physical resources are integral part of human mind set which operated in response of human behaviour.

The term human relations apply broadly to the interaction of people. The scopes of interaction are foundation of formal structure to achieve an objective. How best we can achieve and maintain a fair balance between the things of production, the machines, the systems etc. The natural and physical resources are essential for the fair deal of decision-making process in establishment. The generating situation will be given them to work together for productive, co-operative to provide economic, psychological and social satisfaction.



II. AIM AND OBJECTIVE OF HUMAN RELATION

Industrial harmony ensures healthy environment in the industrial establishment. Harmony signifies for the development of an effective enterprise. Harmony in the industry is the symbol of productivities and satisfying through groups efforts. It is a discipline in the present industrial world. It is one of the causes for successful winning measures of friend and influencing people. Even, it is based on the regards of human feelings and aspirations in the establishment.

Therefore, let's discuss six main Objectives:

- (a) To gain and maintain better relations and understanding of one's self.
- (b) To build broaden and sharpen sensitivity to the feelings of others.
- (c) To attract for people efficiency towards production.
- (d) To develop regards with others.
- (e) To co-operate through human values.
- (f) To feel satisfaction from their relationship.

III. SCOPE AND IMPORTANCE

Productivity is not merely the ratio of output versus input, but that it involved, in a substantial way of human element. Productivity does not merely as rationalization or efficiency in only technical terms. Therefore, positive involvement and commitment by employees and employers were thought essential for the success of productive activities. These three guiding principles in this connection are as follows:

- (i) Productive orientation through labour and management cooperation.
- (ii) Increases of employment through the improvement of trust worthy relationship between the employer and employees.
- (iii) Fair distribution of the productivity gain to employees, employers and consumers.

IV. PRINCIPLE OF PEACE AND HARMONY

Industrial harmony is a word unfamiliar before industrial revolution. Industrial revolution stated the isolation of human treatment within the establishment. This principle is extending to good human relationship in the under taking. The concept of human relation into industrial relations is not new. But it is seldom visualized in the establishments. Somehow, human relation is an opposite of employer and employee relation. Obviously, it is a noble relation with the employees and management buy contradiction of master and servants' relations.

Like a diplomat the leader or senior member of plant must speak less but convey more for the development of industrial unit. In similar view must be ensured that from employer side like humanistic approach in the problems of industrial establishment. At the same time, the approaches of human values should reflect in the negation table when the questions of collective bargaining process are going on. This concept is not applicable only to organized sector rather unorganized sector also.

In the concept of industrial harmony, it has to be borne in mind that workers are human beings with human emotions, impulses and deep feelings. Which is arise out of essentials for the growth of productivity such as instinct of security, possession and emotions towards industrial establishment. There are some factors has to be taken into consideration in formulating policies in the field of human relation.

V. REVIEW OF LITERATURE

Industrial relation of a country should be well knit with the golden threads of social justice and socio-economic thought. The law and practice of master and servant relationship have undergone a great evolution of industrial revolution. At the time of industrial revolution labourer were not treated as human beings rather slaves. It can be defined as a slave is a person who is deprived of all rights and devoid of any legal status. He is no better than a chattel. They cannot possess any property and always in complete subjection to his master.

Great exponent, Robert Owen in 1800 who first emphasized human relations needs for workers. Robert taught his worker cleanliness and improved working conditions which could hardly be called human relations but it was the beginning. Even he is argued that the human factors into the philosophy of business. He introduced an important factor to recognize workers by providing hot cup of tea, medical treatment, adequate ventilation and sickness payments etc.

Eminent scholar, F.W. Taylor often known as father of scientific management is responsible for subsequent changes in human relations in industry. Even, Taylor's work eventually led to improved conditions and productivity for industrial workers. Then come Elton Mayo and his colleagues who gave academic status to human relations. They applied deep insight, straight thinking and a sociological background to industrial experiments and came up with the concept that organization is a social system and the workers are indeed the most important elements in it.

Eminent scholar, Elton Mayo and his colleagues came to the conclusion that worker is not a simple tool, but a complex personality interacting in a group situation. Even, Mayo began his early piece of research with the introduction of rest periods. The results were impressive, labour turnover decreased and output went up. It was further noted that morale had improved and the men were more friendly in their attitude.

VI. FACTORS FOR ESTABLISHING HARMONY

The important factors may be laid down on following points:

- i. A suitable environment for the continuing work habits in the establishment.
- ii. A sound organizational structure of the plant with fair duties and responsibilities for everyone engaged in the undertaking.
- iii. Adequate and meaning full wages and other amenities.
- iv. More comfortable working conditions.
- v. Training and education for all.
- vi. Implementation of social security measures.
- vii. Suitable and uniform policies for the systematic selection, placement and orientation of the employees in the enterprise.
- viii. Equal opportunity for advancement for all employees and suitable policies for peripheral development of concern area.
- ix. Life time employment opportunities to the capable employees in the undertakings.
- x. Conflict resolution mechanism must be expeditiously for the interest of undertakings.

VII. IMPORTANCE OF STUDY

The importance of this study is manifold. Apart from strike, lock-out, retrenchment, closer, termination from employment in the undertaking it is more significant and valuable for the growth of nations. The importance of the study can be stressed from different dimensions. There are as follows:

- i. It helps industrial peace and amenity which is maintend industrial family. Always good industrial relationship is more secured and continued peace and harmony. The study always prescribed that workers are partner of industrial under taking and their basic needs is paramount important as a human being with dignified life. Their fundamental rights must secure which is essential for securing the welfare of the nation

- ii. This study is involving a good human relationship and full-filled the basic rights and duties of employers and employees in industry. The study is beneficial for industry as well as nation as whole.
- iii. This study is essential to establish harmony with maintain balance between the legitimate expectation of employers and workers.

VIII. FUNDAMENTAL PRINCIPLES OF GOOD HUMAN RELATIONS

Work is a gift from God. It is believed that hard worker will be rewarded from God. Work from a juristic aspect is always property. It is a primitive property. Work gives asset and satisfaction according to expectation. If considered in its potentiality as the activity of a man tending to the production of wealth, because a person is master of himself and his capacities and potentialities would be given results accordingly.

The practicing of good human relations in industry could be characterized by the term of sincerity. Employer is the first person to take responsibility of achieving good relations in the industrial establishment. Employers have a dream, achiever and build goodwill in the market and society must initiate to establish human relation with the employees. They have committed of being honest, intelligent, flexible and consistent of purpose, to adopt principles of human relations of the employer may be influenced to workers. On the other hand, the Trade Unions also have a responsibility in the protection of workers' rights with the approach of human relations with employers and others. Management must be urged to establish more human relations conscious. Good human relations practice is a key which will unlock many business problems.

There are many ways available to establish human relations in the undertakings. One such way is training and development. One section of establishment must ensure to implement human relationship in the industrial undertakings. There is a need to train middle level managers in human relations. There are following measures may be taken in the establishment for human relations.

- i. Required consistent human relations practice at all levels in the organization.
- ii. Management must ensure to application of human relation according to motivation.
- iii. Management to see human problems clearly and accurately.
- iv. Management should promote harmony in the establishment.
- v. Trade Unions should place their legitimate expectation and encourage amicable settlement.



IX. HISTORICAL BACK GROUND (BACK DROP)

Gone are the days when labour was considered to be a slave and it is available in the market like another commodity. They have treated like a product which is used and throwing after it's use. This was happened only of exploitation by the Capitalists. Now the labourer rights have been raised from international sphere to national level. International Labour Organisation is also concerned regarding the labourer condition. Even the labour movement had already established its root in India. After the independence of India greater attention was paid to the problem of labourer from the days of laissez-faire. We are leaving a Rule of Law state which are securing social, economic and political democracy. Indian labour jurisprudence is more concern prior to independence of country about industrial democracy. Labor is no longer an isolated factor of production. It has now an eloquent voice. At present labour laws are on the anvil to be hammered in to newer and better forms by the legislature. It could be believed that the main spring for the changes are contemplated and the new horizon is sought to be introduced for the worth full conditions of under taking. There is requirement of good number of working classes which form the rest majority of the productive factor in terms of the manpower in the country, but to merely think of the working classes as a productive factor in industry would be out of keeping with the basic tenets of a welfare state.

In recent years, a troubling trend has emerged in several countries: huge numbers of young professionals rise in suicides frequently due to stress and tension at the workplace. This tendency is increasing strain caused by excessive work, reminiscent of the Japanese term 'karoshi', which translates to 'death from overwork'. According report of Japan in 2023, 2900 people ended their lives due to pressor of work. It is not only in Japan but other parts of world are same situations as a drive of profit and more productivity continues to overshadow mental health even human lives. In India, as per statistic report on suicide puts the number as 11, 486 professionals in the private sector for the year 2022.

X. SCOPE AND SIGNIFICANCE OF STUDY

It is manifest that oldest traditional industry is providing employment opportunities to huge number of populations particularly unskilled and semi-skilled. As labour intensive industry huge employees particularly unskilled in the backward areas leads to poor industrial relations. As per studies revealed that there were lot of strikes and lock-outs taken place in industrial establishment.

The numbers of the industrial relations are employees, employer, trade unions and government. Industrial harmony is required to significant role of these four essential partners. These four are independent as well as interlinked and interdependent also.

The success or failure of any industrial establishment is depending on the effective utilization of the human resources. Therefore, the healthy industrial relations are the key to the progress and prosperity of any economy and particularly industry. Healthy industrial relations improve the morale of the employees. Workers are given sweat, blood and everything with great zeal with the feeling in mind that the interest of workers and employer is one and the same. Somehow, poor industrial relations increase the number of strikes, lock-out, gheraos and also increase the labour turnover and absenteeism. Finally the industrial peace lies ultimately in a transformed outlook on the part of both. It is examined that good industrial relations reduced the industrial conflict and it helps in promoting co-operation and increasing the production as well as national economy.

XI. MAGNITUDE OF STUDY

The strike was widely seen as a disruption to the State's industrial climate and a potential threat to future industrial investments. However, data suggests that in most industrialized States, worker strikes are fairly common, with the number of factories continuing to remain high and even growing.

Tami Nadu's industrial establishment were called numbers of strike since 2008-2018. In this period, recorded 26% of all the strikes called, the highest among ass States by a wide margin. Even, the State also hosted 16% of factories in comparison of whole country. The Chart also shows that 17% of workers in India who were involved in a strike in that period were working in Maharashtra- the second highest among States. The total man days lost due to calling of strike in the industrial establishments.

The industrial establishment of Tamil Nadu was the highest (15% of total man-days lost in our country. The production of establishment has hampered due to regular interval of calling strike. In this way, the State of Gujarat was at the top of the man days loss as per data 24%. Even, Gujarat is the second-highest in the number of calling strike by trade union.

Tamil Nadu, Maharashtra and Gujarat State are established more factories and hired more employees for their need. They also lead the nation in key indicators of industrialization.

Even, they also lead in the Gross Fixed Capital formation (GFCF) of factories- which measures the net investment in fixed assets such a machinery – which acts a proxy for a firm’s health and productivity. However, their financial contributions are bigger than other parts of country. As per the statistics, strikes are more fairly common in the industrial world, while the number of factories continues to remain high and keeps growing. The density of trade union rate is more less likely below 20% in India, China’s – 44.2%, Norway – 50 .4%, Denmark’s– 67% and Iceland- 91.4%.

Hypothesis

- H.I** Industrial amity and good relations leads to economic growth and employment opportunity.
- H.II** Good industrial relation will prevent industrial conflict.

XII. METHODOLOGY

The methods for research result have dependent on doctrinaire approaches. Historical method has been adopted to discover the past. Socio-legal research method has been adopted throughout the study by means of interview, field study and etc,

XIII. IMPACT OF STUDY

In the beginning of the 21st century, it is very necessary for the overall development of the nation to provide socio and economic justice to the industrial workers as their lawful right being the citizens of India. So, the successful completion of the study must have the following impacts: -

- i. The rights of workers remained as cherished desire of the Constitution makers which needs proper implementation to translate their dreams into action.
- ii. The study must have rendered on different factors to eradicate un-healthy and un-suitable environment in the establishment which isprevented economic growth of country.
- iii. The study must have a direct and positive effect to establish peace and harmony in the industrial under taking.

XIV. THE GANDHIAN APPROACH

This approach is based on his fundamental principles of truth and non-violence. These principles evolved the concept of non-co-operations and trustees. Where conflict exists, it should be resolved by non-co-operations & non-violence.

Gandhiji advocated the followings: -Workers should seek reversal of reasonable demands only through collection action. If they have to organize a strike, trade unions should seek by bail out authority from all the workers, but in remain peaceful and use non-violent methods. It has now been increasingly recognized that much can be gained by the managers and the worker, if they understand and apply the techniques of human relations approaches to industrial relations. The workers are likely to attain greater job satisfaction, develop greater involvement in their work and achieve a measure of identification of their objectives with the objectives of the organization; the manager, on their part, would develop greater insight and effectiveness in their work. In other words, it can be said that, workers should seek just and reasonable demands through collective actions. Trade unions should decide to go on strike taking ballot authority from all workers, and remain peaceful using non-violent methods. Workers should avoid strikes to the extent possible. Strikes are to be the last resort. Workers should take recourse to voluntary arbitration where direct settlement fails.

XV. CONSTITUTIONAL PERSPECTIVE

The Constitution of India is the source of labour jurisprudence in the country. Labour welfare guarantees such as right to work and unemployment assistance, right to association, freedom of expression, right against forced labour, right to livelihood, equal pay for equal work, right to appropriate conditions of work, and maternity relief are enumerated in the Constitution. These labour welfare guarantees are categorized as civil-political and socio-economic rights under the Constitution. Civil-political rights such as right to equality, right to speech and expression, right to assembly, right to form association and union are categorized under the Fundamental Rights. Socio-economic rights such as right to work, right to unemployment assistance, right to livelihood, equal pay for equal work, right to appropriate conditions of work, maternity relief are listed under the category of Directive Principles of State Policy. While fundamental rights are enforceable by the judiciary, directive principles of state policy are goals set for the government(s) and are not enforceable by the judiciary.

The Constitution of India envisages that constitutionally guaranteed labour rights are to be enforced through legislative enactment. However, as the NCEUS report indicates, legislative enactment realizing Constitutional guarantees are inadequate so far as informal workers are concerned.



In absence of legislative protection of their Constitutional rights, informal workers have themselves undertaken to ameliorate their working conditions and living standards. Informal workers have organized themselves as trade unions, cooperatives, registered societies, and companies in order to promote their constitutionally guaranteed rights. By providing comprehensive socio-economic resources and promoting civil-political rights of informal workers, organizations of informal workers in India are becoming instrumental in facilitating a dignified life for informal workers, a stated goal of the Constitution.

Constitutional guarantees for labour have been able to promote workers' interests in the country. Labour rights are categorized under two different Parts of the Constitution of India. One of these parts of the Constitution enlists civil and political rights; the other part enumerates social and economic rights. While civil and political rights could be enforced through the judiciary, there is no provision for judicial enforcement against social and economic rights. However, most of the constitutional guarantees for labour are made of social and economic rights. Hon'ble The Supreme Court of India, by innovatively reading socio-economic guarantees as part of the civil-political rights, has tried to promote interests of the weaker sections of the society. Constitutional guarantees for labour have been able to promote informal workers' interests in the country. Labour rights are categorized under two different Parts of the Constitution of India. One of these parts of the Constitution enlists civil and political rights; the other part enumerates social and economic rights. While civil and political rights could be enforced through the judiciary, there is no provision for judicial enforcement against social and economic rights. However, most of the constitutional guarantees for labour are made of social and economic rights. Hon'ble The Supreme Court of India, by innovatively reading socio-economic guarantees as part of the civil-political rights, has tried to promote interests of the weaker sections of the society.

Whether the Supreme Court has been able to promote informal workers on their Constitutional rights in India. Even, the right to equality, which is a fundamental civil-political right that can be enforced by the judiciary, can be used by informal workers to compare themselves to formal workers so far as legislative and executive benefits are concerned. According to the socialist orientation of the Constitution of India and such orientation finds expression in parts III and IV of the Constitution.

Let's discuss, the relationship between the civil-political and socio-economic rights in the Constitution. The relationship between the civil-political and socio-economic rights has evolved since the adoption of the constitution. This evolution in order to show that the Supreme Court has sought to protect weaker sections of the population, including informal workers, through an innovative interplay of civil-political and socio-economic rights.

Today's world is stepping to competitive economy, profit oriented businesses focus on cost-cutting, efficiency and productivity. The work culture is different as immense pressure to meet their unrealistic expectations, often working long hours and under strenuous conditions. Corporate world is showing a belief system where success is tied to a "hustle and bustle" culture, assuming that perpetual activity will lead to better results.

XVI. INTERPRETATION OF JUDICIAL ADMINISTRATION

In India, the importance of industrial harmony and its impact in judicial decisions have been increasingly recognised over the past few years. The object of the industrial law is two-fold, namely, (i) to improve the service conditions of industrial labour so as to provide for them the ordinary amenities of life, and (ii) by that process, to bring about industrial peace which would in its turn accelerate productive activity of the country resulting in its prosperity. The prosperity of the country, in its turn, helps to improve the conditions of labour. Hon'ble Court in *Ajaib Singh v. Sirhind Coop. Marketing- cum-Processing Service Society Ltd.* AIR 1999 SUPREME COURT 1351, delivered judgment that the Act is intended not only to make provision for investigation and settlement of industrial disputes but also to serve industrial peace so that it may result in more production and improve the national economy. In the present socio-political economic system, it is intended to achieve cooperation between the capital and labour which has been deemed to be essential for maintenance of increased production and industrial peace. While interpreting different provisions of the Act, attempt should be made to avoid industrial unrest, secure industrial peace and to provide machinery to secure the end. Conciliation is the most important and desirable way to secure that end. In dealing with industrial disputes, the courts have always emphasized the doctrine of social justice, which is founded on the basic ideal of socio-economic equality as enshrined in the Preamble of our Constitution.



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XVII. CONCLUSION

In modern parlance it therefore involves a considerable shift toward industrial democracy based on collective bargaining and concessional bargaining. This reformation of the ideal structure of industrial relations in the undertaking will be considerable to be the components of good industrial relations, it will readily be appreciated that to move from chronic disorder to a highly structured system will involve substantial shifts both attitudes of industrial relations.

Harmonious relation therefore is an important prerequisite for the growth of national economy of a country. In a developing country like India, the object is to increase the per capita income of the people through rapid industrialization. Industrial growth will create more employment opportunities and thereby achieve the better standard of living for the rapid industrialization and foreign investment to the industry is required to create environment which should encourage investment and attract more entrepreneurs. We should create suitable environment to attract investment more in the industrial establishment which will be need of hours. Strikes lock-outs and closers of factories are the cause of workers unrest and social imbalance which will lead to loss of man days in industries and consequent loss to the nation.

XVIII. EFFECTIVE TOOLS TO ESTABLISH PEACE AND HARMONY

Labour is one of the most important factors of production, land, capital and organization. All are important but in spite of the combination of all these factors the wheels of an industry cannot move even an inch without the help of labour. On their efficiency and wishes the industrial productivity depends mostly. There was a time when the workers were treated as machines. Everyone has the right to develop his/her personality and makes a way to achieve something. Therefore, let's suggest about various tools of human relations are:

- (a) Training of employees at every level that is psychologically as well as technically.
- (b) Communication to the employees of their aims and rewards against their efficiency.
- (c) Management must know the potentialities of each individual and should ensure a better adjustment of each person to their respective work.
- (d) Adopting more flexible links within the organization and strengthening the sense of community within the working groups.
- (e) Establishing fair policies to ensure securing of employment and security against disabilities.

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