

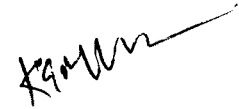
: P R E F A C E :

Indian managers attach considerable importance to scientific management principles as a means for achieving the effectiveness of management. It is however, realised that the effectiveness of management largely depends on how the manpower of the enterprises contributes its towards the attainment of corporate objectives. Maximising the contribution of human elements of the enterprise is not isolated even if itself. It is largely linked between with the cordial relations of the workers and the managements. This is the reason why management thinkers and practitioners of our age do not ignore the importance of industrial relations. Hence a work containing an analytical framework of Industrial Relations gets a prominent place in the management literature.

Industrial democracy is one of the most accepted principle of result maximisation in the industrial management. A number of techniques have been used to attain an effective industrial democracy and cordial industrial relations. Workers participation in management is one of the latest tools in the tool kit of Indian managers. But a study of the effectiveness. A Industrial Relations conducted in the engineering industry Menon and Menon, Kolhapur, has thrown light on the fact that the practice of industrial relations has not succeeded to attain its objectives.

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It is hoped that this contribution would greatly help the Menon and Menon industry, especially students and teachers of industrial relations and Labour Economics as well as practicing managers and government officials. Who are associated with the practice of industrial relations. Then my humble effort to bring in this research.

  
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