
A STUDY ON IMPACT OF INDUSTRIAL DISPUTE ON ORGANISATION

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ABSTRACT

Every human being has certain requirements and needs. It can be economic needs, social needs, security requirements. When these requirements do not get satisfied, there arises a conflict between the worker and the capitalist/employer. Industrial disputes are instances affecting businesses, employees, economy, and the nation. Dispute within an industry will lead to loss of productivity, income, and market share and may result in plant closure. Industrial disputes are a concern at various levels. Industrial disputes may arise out of economic, political, social or socio-economic background. At the same time the attitude of the employers and employees is also responsible to a great extent. The factors leading to industrial disputes may be industry related, management related, government related or union related. Whatever may be the reason for an industrial dispute what disturbs the most is the amount of loss to the nation. A developing country with pressure of population, per capita income, poor infrastructure and low standard of living. The sampling techniques were used for collection of primary data for the present study. Convenient sampling is used to collect the primary information from the respondents. Convenience sampling method is used in this study to collect the samples. When population elements are selected for inclusion in the sample based on access, it is called convenience sampling. The total number of responses collected in the Survey is around 211. The paper discusses the effects of the industrial disputes and describes them. The research will also help to provide insight into the legal aspects of industrial disputes.

Keywords: Industrial Dispute, Employer, Employee, Impact, Productivity

INTRODUCTION

An industrial dispute is defined as a conflict or a difference in opinion between management and workers regarding employment. It is a disagreement between an employer and employees representative i.e. trade union. The issue of disagreement is usually pay or other working conditions. During an industrial dispute, both the parties try to pressurize each other to agree to their terms and conditions. The industrial unrest manifests itself as strikes, lock-outs, picketing, gheraos and indiscipline on the part of workers. The definition of Industrial disputes is as follows – According to Section 2(k) of the Industrial Disputes Act, 1947 “industrial dispute” is defined as, “Any disputes or differences between employers and employees, or between employers and workmen, or between workmen and workmen, which is connected with the employment or non-employment or the terms of employment or with the conditions of labour, of any person”. During Colonialism era, Trade Disputes Act, 1929 was passed to regulate the relations between the employer, employees, and the unions of employees. Provisions were inculcated to curb the rights of unions to conduct strikes and of employers to declare a lockout. However post independence, Industrial Disputes Act, 1947 was passed and it is the one of the most important legislations that intends to promote industrial peace and harmony and to promote growth. This piece of legislation intends to solve industrial disputes through arbitration and adjudication. The consequences of an industrial dispute are hazardous to the employer, employees, organization, society and the economy. However, it is taken as a useful tool by the workers, to raise their voice and put up their demands in front of the management or employers. It empowers the labours and protects their rights of speech in the organization. The common consequences of industrial disputes are loss of production, income, and employment and increase in inflation and cost of living. Alternatively speaking, industrial disputes injure economic welfare of the nation broadly in two ways. Firstly, work-stoppages impoverish the workers actually involved in the disputes and, thus, lessens, their demand for the goods manufactured by other industries. Secondly, if the industry under work-stoppage manufactures items that are used in the conduct of other industries, it lessens the supply of raw materials for their production. From the point of view of the employer, an industrial dispute resulting in stoppage of work means a stoppage of production. It also leads to a fall in sales and the rate of turnover, leading to a fall in profits. The employer may also be liable to compensate his customers with whom he may have contracted for regular supply. Apart from the immediate economic effects, loss of prestige and credit, alienation of the labour force, and other non-economic, psychological and social consequences may also arise. Loss due to destruction of

property, personal injury and physical intimidation or inconvenience also arises. For the employee, an industrial dispute entails loss of income. Impact on employees includes loss of their wages during the period of strikes. Sometimes, they become unemployed also because of lockouts and strikes. Industrial disputes have subsequent Impact on consumers. Consumers get affected by the scarcity of goods and price hike. After the strike, the burden of the cost is naturally passed on to the consumer by price raise. The Impact on the economy is caused through strikes and lockout which has an ill effect on national productivity and income. The **aim of the study** is to perceive detailed knowledge on industrial disputes and its impacts, along with the opinion of common people.

OBJECTIVES

- To know the causes of industrial disputes
- To understand the impact of industrial disputes
- To study the legislations governing industrial disputes
- To analyze people's opinion on industrial disputes

REVIEW OF LITERATURE

1. **Iroudayanadane, Arul Edison Anthony Raj. (2014).** A Study on Industrial Disputes and its Effects: Exceptional Reference to Indian Industries. 1. 1 - 8. Industrial Dispute was disturbing the economic, social and political life of a country. A strike in a public utility service like water supply, power gas, posts & telegraphs or telephone service, railways or roadways or any hospital, sanitation and defense will disorganizes public life. The workers loose the wages for the strike period. It results in a huge wastage of man days and dislocation in the production work. Industrial Disputes crease issues between employer and employee. This study was deals with the disputes activities in Indian Industries and discussing about the major reasons for industrial disputes and its effects. Researcher was collecting the data from 1961 to 2005 for the statistical analysis, from the report, researcher explains how the industrial disputes activities was reduced and which criteria it's getting increase. **Rathnamma, R & T., Rajendra Prasad. (2017).** Industrial Disputes in India - An Analysis. Industrial relations refer to all types of relationship between all the parties concerned with industry. There are three main parties in an industry viz., employee including their trade union leaders, employer, and

the government, each assuming a significant role. The economic advancement of any nation is closely related to its industrial progress. Men, machine, materials are the most important factors for the growth of industries. Of these, the human factor stands foremost and constitutes the basis for successful working of any undertaking. Hence, maintenance of good labor management relations is essential, without which the industrial machinery will slow down and come to a grinding halt. **Shabir, Shafin & Aggarwal, Vishaka & Nair, Vaishnavi & Gupta, Shahshank & Jain, Varushi. (2015).** Industrial Disputes Act, 1947. Industrial Disputes Act, 1947 an institution enacted to make provisions for the investigation and settlement of industrial disputes. This paper tries to identify some of the determinants of industrial disputes, such as strikes and lock-outs, and illustrate the vital significance of resolving or minimizing such disputes. The study also traces out the formation of the Act and its implications on the labour market. **Ukokhe, Egesa & Oluoch, Mercy. (2022).** Effects of Collective Bargaining on Industrial Disputes Management. Industrial conflict appears to be a major problem hindering development in developing countries in general. This paper focuses on reviewing the effect of collective bargaining on industrial disputes management. The existing literature on collective bargaining, joint consultation, grievance handling, and industrial dispute management was also examined. The study objectives further establish how collective bargaining, joint consultation, and grievance handling mechanism influence dispute management in an organization. The management should strive to allow a give and take position while resolving conflicts, provide grievance handling process that is timely, fair, involve both parties, and ensure that grievance capturing mechanism is readily available to all parties. Joint consultation committees, union, and management should also coexist to resolve any dispute which arises. **Chaudhuri, Kausik & Pal, Rupayan. (2005).** An Empirical Analysis Of Industrial Disputes: Evidence From Indian States. Journal of Quantitative Economics. This paper investigates the determinants of industrial disputes using data for fourteen major states of India over fifteen years from 1981 to 1996. We document that other than purely economic factors (e.g. wages, provident fund and other benefits, and factory size); socio-economic, institutional, and political factors have significant impact on industrial disputes. This supports the political economic view of the trade union behavior. We also provide the evidence that liberalization of Indian economy has enhanced industrial peace. Region specific factors as well as the ideology and characteristics of political

parties in power of the state governments influence industrial disputes. Fixed capital per employee and overall growth rate of per capita state domestic products has negligible impact on industrial disputes. **P K, Manoj. (2013).** Trend and Pattern of Industrial Disputes in Kerala and the Implications on Industrial Relations in the State. The consequences of Industrial disputes will be harmful to the promoters of industries, workers, economy and the nation as a whole, because such disputes result in loss of productivity, profits, market share and even closure of the plant. Hence, Industrial disputes need to be averted by all means. Organizations are required to adopt a strategy to curb the conflicts in the initial stages itself. Industrial disputes are affecting the industrial development and industrial relations systems. This article makes a closer look into the statistics on industrial disputes in Kerala and analyses its causes, trends, implications on various stake-holders, and also consequences on industrial relations during a decade 2001–2010. The paper concludes that there is high degree of association between industrial dispute facts and challenges to cordial industrial relations in Kerala state. **Jesili, I.. (2012).** Industrial Disputes, Causes and Settlement: An Indian Perspective. Prabandhan: Indian Journal of Management. An industrial dispute is a manifestation of a disagreement and a difference of opinion between the two disputants, namely the employer and the workmen. The potential for conflicts exist in all human situations and organizations. Industrial disputes arise due to various causes, which may be classified into economic, organizational, physical, technical, political, psychological and market-oriented conditions. The workers are especially interested in higher wages, congenial working conditions, and opportunities for career advancement, welfare facilities, job satisfaction and the like. When these are denied to them, the workers are forced to assert their rights, which then lead to industrial disputes. In the present economic scenario, there is a situation of rising input costs and declining output prices. Productivity improvement becomes imperative even to maintain the existing levels of profitability. The resultant squeeze in employment, wages, dearness allowance, bonus and benefits create a sense of helplessness and result in disputes in the industrial setup. The present research paper analyses the causes and settlement of disputes from the perspectives of both - the workers and the management and suggests measures for maintaining good relations between the management and the workmen. The Findings of the study show that bonus, wages and allowances are the major causes responsible for industrial disputes from the perspective of both the workers and the

management. Inter-union rivalry is the prime factor which influences disputes, and arbitration is the best way for the settlement of disputes. **Hibbs Jr, Douglas. (1976).** Industrial Conflict in Advanced Industrial Societies. American Political Science Review. This study focuses on strike activity during the 1950–1969 period in ten industrial societies, The first section of the paper deals with issues of strike measurement and introduces a three-dimensional characterization of strike activity which forms the basis of the subsequent statistical analyses. The next section examines postwar trends in industrial conflict in order to evaluate the argument that strike activity is “withering away” in advanced industrial societies. Time plots of the aggregate volume of industrial conflict show that there has been no general downward movement in strike activity during the postwar period. The third part of the paper develops a number of theoretically plausible statistical models to explain year-to-year fluctuations in the volume of strikes. The empirical results of this section indicate that (1) there is a pronounced inverse relationship between strike activity and the level of unemployment. Industrial conflict responds to movements in real wages rather than money wages. **Sundar, Shyam. (2003).** Industrial conflicts in India in the reform decade. 46. 703-724. Industrial conflict and reforms were considered to be incompatible. But, the reform measures have created tensions and conflicts. This paper attempts to study the record of industrial conflicts in the reform decade, the 1990s. It analyses this with the help of both quantitative data and qualitative analysis of the features of strikes. **Roychowdhury, Supriya. (2008).** Class in Industrial Disputes: Case Studies from Bangalore. Economic and Political Weekly. 43. 28-36. 10.2307/40277518. The decline of the political significance of industrial conflicts is not quite a result of the structural changes in management-labour relations (as commonly thought) in these times of globalisation. It is more a consequence of the lack of an appropriate agency and politics among the working classes, despite their increasing incompatibilities with globalising capitalism. A set of case studies of manufacturing industries in Bangalore illustrates this point. **Dutt, Kallol & Biswas, Debasish. (2020).** Industrial Disputes Act, 1947 provides mechanisms for peaceful resolution of industrial disputes and to promote harmonious relation between employers and workers. The principal techniques of dispute settlement provided in the I.D. Act are collective bargaining, conciliation, arbitration and adjudication. Conciliation means settlement of Industrial Disputes by Conciliation Officers appointed by the

Government. The conciliation officer mediates between the parties for a fair and amicable settlement. Against this backdrop, this study attempts to examine the functioning of conciliation machinery under the Industrial Disputes Act, 1947 in West Bengal during the period from 1991 to 2015 i.e., entire post globalisation period. **Paul, Bino. (2014).** India, Industrial Relation (Profile). The Indian economy grew steadily during 2000–2010, with a growth of about 8% in GDP. However, in 2012–2013, GDP growth dropped to 4.96%, due to impending fiscal and balance of payment imbalances, a rise in the consumer price index and a stagnating manufacturing sector. Moreover, unlike the period 2001–2005, 2005–2010 did not see employment creation grow concomitantly with value added by industries, in particular manufacturing, giving rise to a situation of jobless growth. A key issue in Indian labour law is the ongoing debate over whether or not legislation should be reformed to introduce greater flexibility into the labour market. **Ghosh, Saibal. (1999).** Strike incidence in manufacturing and the business cycle in India. The present study uses the Poisson and negative Binomial models to examine the relationship between strikes and cyclical fluctuations in the manufacturing sector in India from 1964 to 1993. It concludes that strikes in India are pro-cyclical in nature, though the numerical size of the cyclical effect is found to be fairly small. **Saini, Debi. (2014).** Indian Industrial Relations Law: Case for Reform. Indian Journal of Industrial Relations. Indian labor laws were conceived in the pre-independence period or shortly afterwards based on an import-substitution and statist model of economic development. They were premised on adversarial IR assumptions, social justice and industrial peace. The paradigm is shifting towards global competition, productivity, efficiency and mutual cooperation. IR is giving way to employee relations. This paper examines the way the Industrial Disputes Act 1947, the Trade Unions Act 1926, and the Industrial Employment (Standing Orders) Act 1946 have been working and to what effect. It discusses a broad framework of changes that need to be effected in them so as to be aligned with the contemporary global and Indian economic realities. **Fejoh, Johnson & Ayodeji, Boyede & Sanusi, Abiola. (2021).** Industrial Actors' Perceptions of Industrial Disputes in Public Universities. There has always been serious concern about how industrial actors in public universities in Nigeria perceive industrial disputes as a means of enforcing collective agreements jointly reached and signed. A group may likely see industrial disputes as unnecessary and destructive while others may see it as a veritable tool for enforcing their labour

rights. This study therefore examined the industrial actors' (university management, academic staff and non-teaching staff) perception of industrial disputes in public universities in Southwest, Nigeria. Effective management of industrial disputes through sincerity of purpose should be adopted by the industrial actors. **Adamu Isa, Ahmed. (2015).** *Conflicts in Organizations: Causes and Consequences.* An appropriate Human Resource management strategy is an essential ingredient for the growth of any organization. It is even more important when an organization is beset with conflicts in the management of its Human Resource. This paper therefore identifies the basic causes of conflicts in organizations such as poor communication, maltreatment of employees, inadequate in the reward system of the organization, favoritism and nepotism. Other causes of conflicts are lack of adequate resources to share equally, the presence of stress and sexual harassment. The paper also delves into the positive and negative implication of conflicts to organizations such as decline in productivity and absence of employee retention capacity among others. The paper concludes that the adverse effects of conflicts could be averted through improved working condition, the ability to properly disseminate information etc. **Erden, Nil. (2013).** *The Role of Human Resources Practices in Conflict Management: Implications for Small-Medium Enterprises.* The aim of this chapter is to provide a conceptual basis on the role of HR (Human Resources) practices in conflict management in the context of small business. However, conflict management is not accounted as a formal function of HRM (Human Resources Management) such as selection, performance appraisal, or administrative services. Besides, HR functions in Small-Medium Enterprises (SMEs) are usually carried by owners or line managers while some practices might be outsourced, as well. Consequently, managing human resources is different in SMEs due to firm size, priorities of the owner, and informality. Therefore, the challenge is to build the link between HR functions and conflict management in the context of small business. In this respect, the chapter emphasizes the importance of managing human capital effectively in terms of managing conflicts. **Omisore, Bernard & Abiodun, Ashimi. (2014).** *Organizational Conflicts: Causes, Effects and Remedies.* The study discovered that conflict can sometimes produce positive result, if well managed. Thus, not all conflict situations are bad. Efforts should always be made to ensure that the causes of conflicts are addressed as soon as they are noticed. The paper concludes that early recognition and paying attention to the conflicting parties and negotiation between parties involved

in the conflict should be adopted in resolving conflicts while force or intimidation should never be used to resolve conflicting parties. Force and intimidation can only be counter productive. **Mash, Roni & Adler, Osnat. (2018).** Human Resource Managers' Role Perception and Their Conflict Management Style. *Journal of Sociology and Social Work*. 6. 10.15640/jssw.v6n1a6. This study describes the relationship between three role perceptions and three conflict management styles among human resources managers in a high-tech and low-tech organizations. Three different role perception approaches were identified: the "mechanic" approaches, the "organic" approach, the "strategic" approach, which focuses on the HR manager as a strategic partner. In addition, three distinct conflict management styles were identified: the competitive style: "win-lose", the compromising style and the integrative style: "win-win" situation. The research method was qualitative. Data was collected by semi-constructed interviews of 19 HR managers in low tech and high tech industries. Findings show that Most HR managers which were characterized with "Mechanic" approach, tend to resolve conflict in a competitive style; Most HR managers which were characterized with an "organic" approach, tend to resolve conflicts in a compromising style; and most HR managers which were characterized with a "strategic" approach tend to resolve conflict in an integrative style. Additionally, the type of organization affects the relationship between role perception and conflict management style. This paper contributes both to the methods of qualitative research area and the newest theoretical aspects of human resource role in organizations. **Lemmetty, Soila & Keronen, Sara & Auvinen, Tommi & Collin, Kaija. (2020).** Conflicts related to Human Resource Management in Finnish Project-Based Companies. *Nordic Journal of Working Life Studies*. 10.18291/njwls.122226. In contemporary working life of Nordic countries, employee involvement and well-being are emphasized and organizational functions and demands are continuously changing. Thus, the study of human resource management (HRM) practices and their consequences for employees is relevant. This study examines conflicts related to HRM in Finnish project-based companies and provides new information on the implications of conflicts in HRM practices for theorists and practitioners. The research was conducted qualitatively using content and thematic analysis. The findings suggest that conflicts framed within HRM practices are generally the result of the practices and expectations of the organization and management not meeting the views and expectations of the employees. Moreover, the lack of

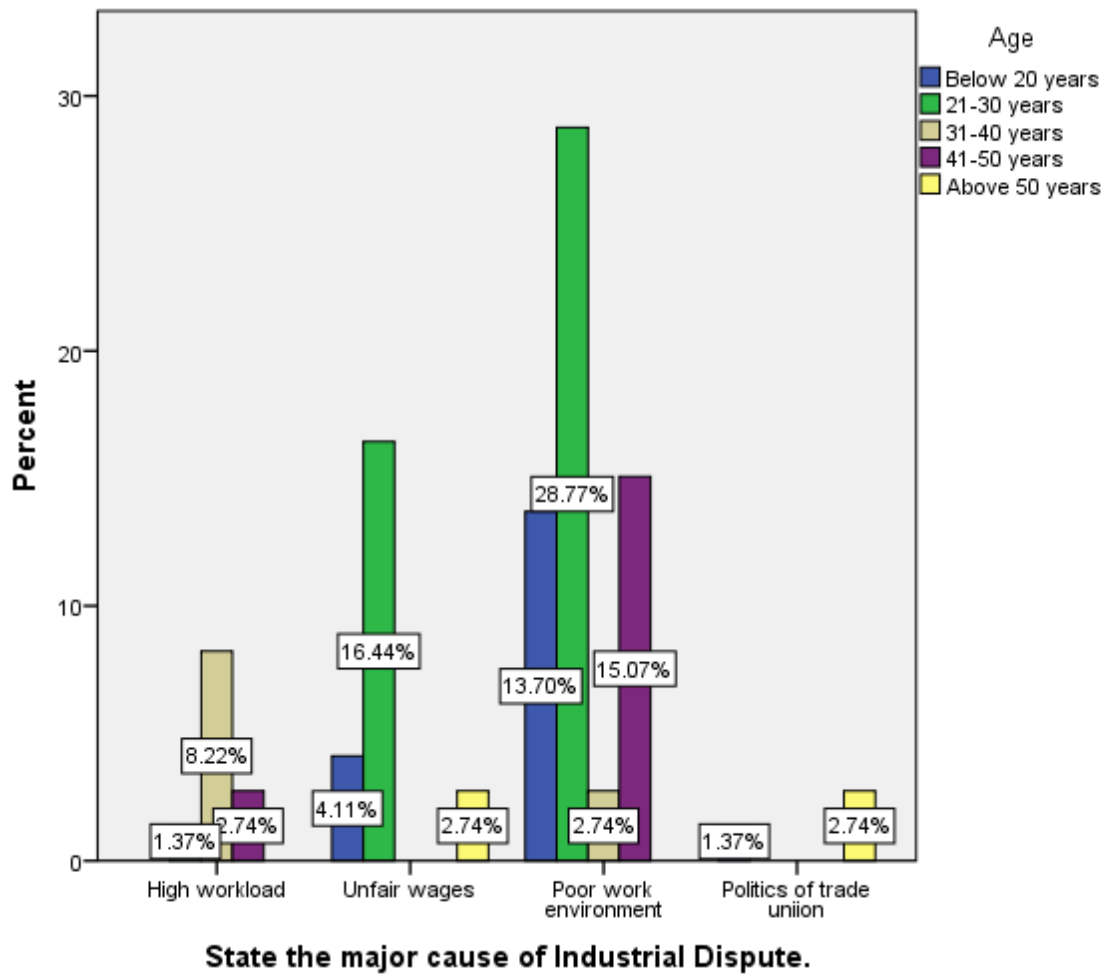
transparency and deficient or even absent HRM practices generate conflicts. The consequences of conflicts range from motivational problems and individual employees' fatigue to the deterioration of team and organizational performance.

METHODOLOGY

For the purpose of this study Empirical research is used. It is a way of gaining knowledge by means of direct and indirect observation or experience. This empirical study includes a self tested questionnaire which contains rating scale agreeability questions and other choices accordingly by using the Convenient sampling method. The sample size is 200. This is a non-doctrinal study. This paper depends on both primary and secondary data. The primary data for the present study is collected using sampling techniques. Convenient sampling is used to collect the primary information from the respondents. A random sample selected from the available general public who are the regular users of online platforms. The primary data which has been analysed using graph method. The secondary data is collected from books, journals, articles and e-sources. The researcher has also utilised books, articles, notes, comments and other writings to incorporate the various views of the multitude of jurists, with the intention presenting a holistic view. The dependent variables are age, marital status, gender, income, marital status, educational qualification.

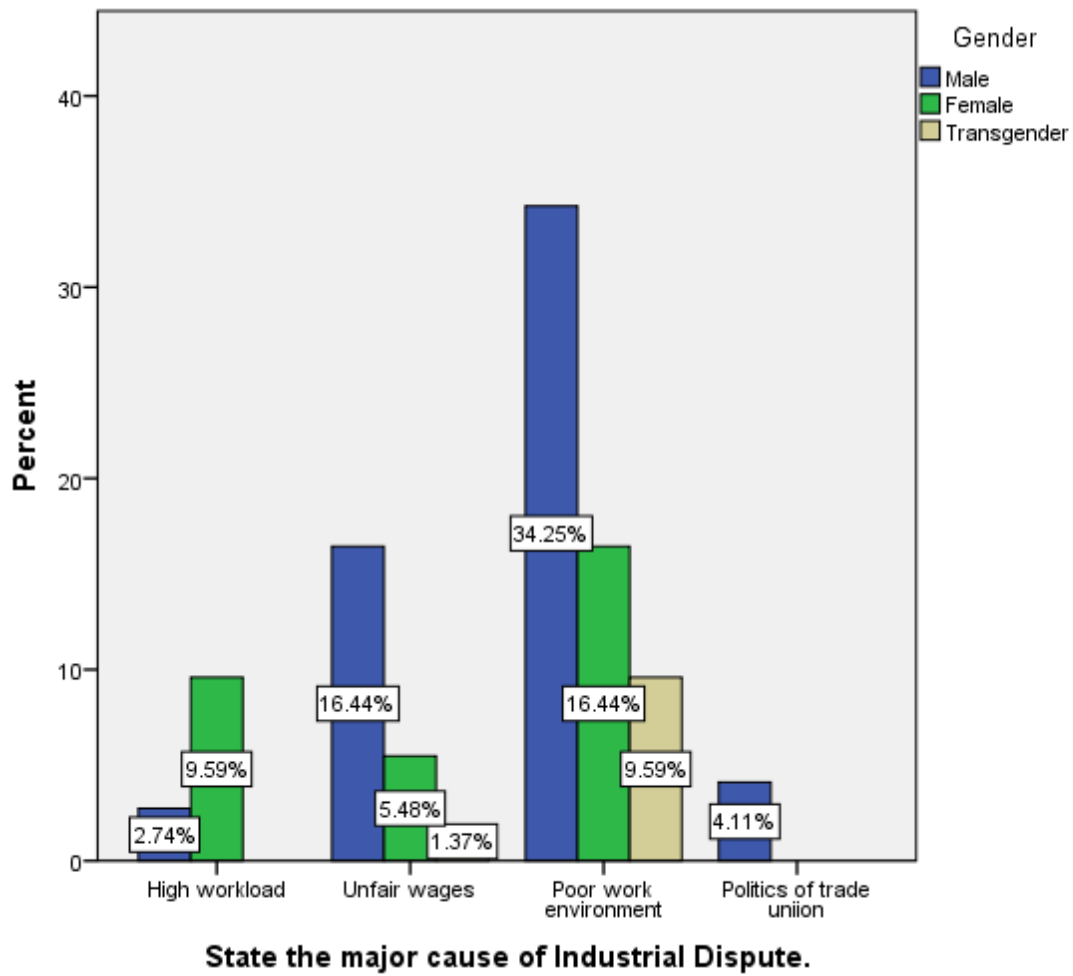
ANALYSIS

FIGURE 1



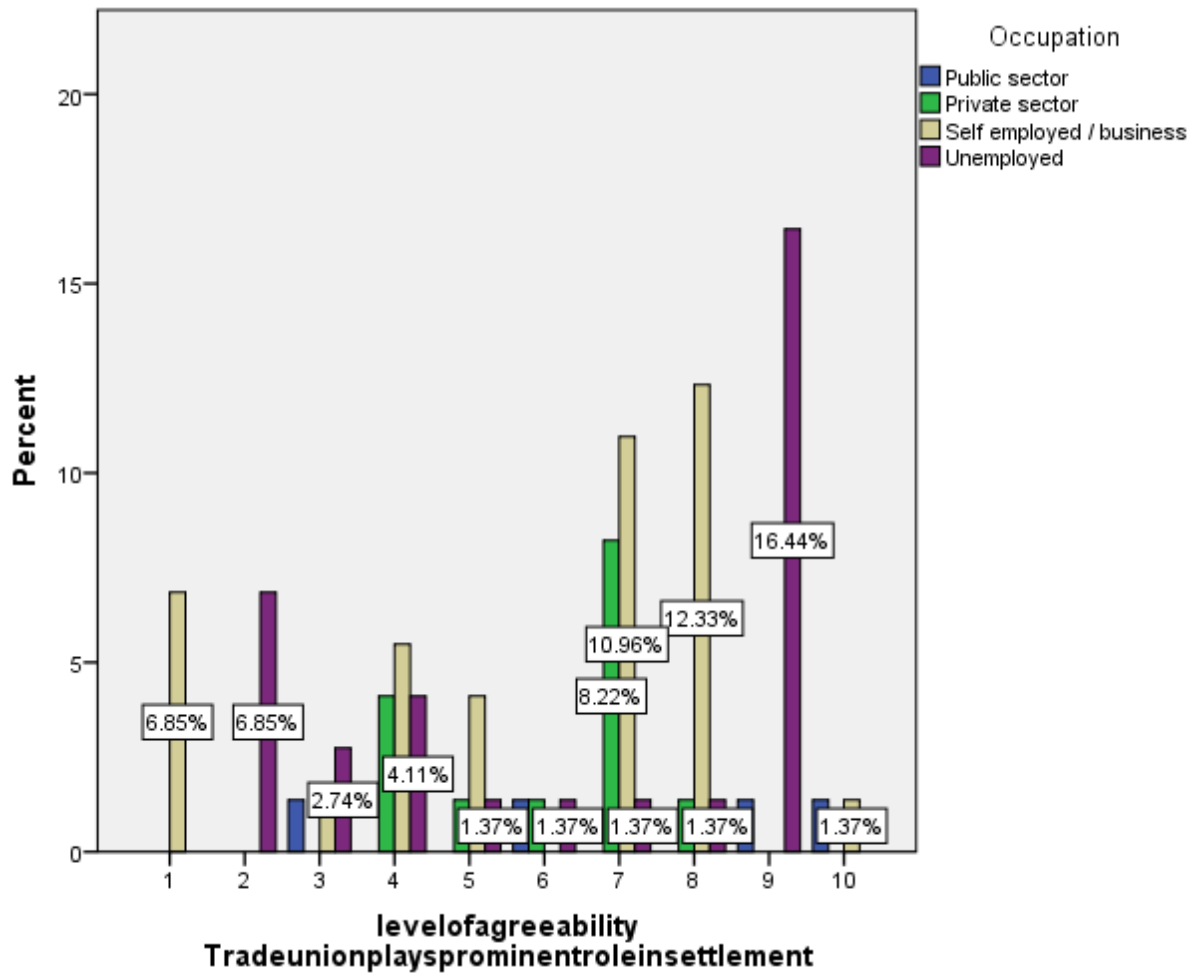
LEGEND: Figure 1 represents the distribution of the respondents’ age and opinion on major causes of industrial dispute.

FIGURE 2



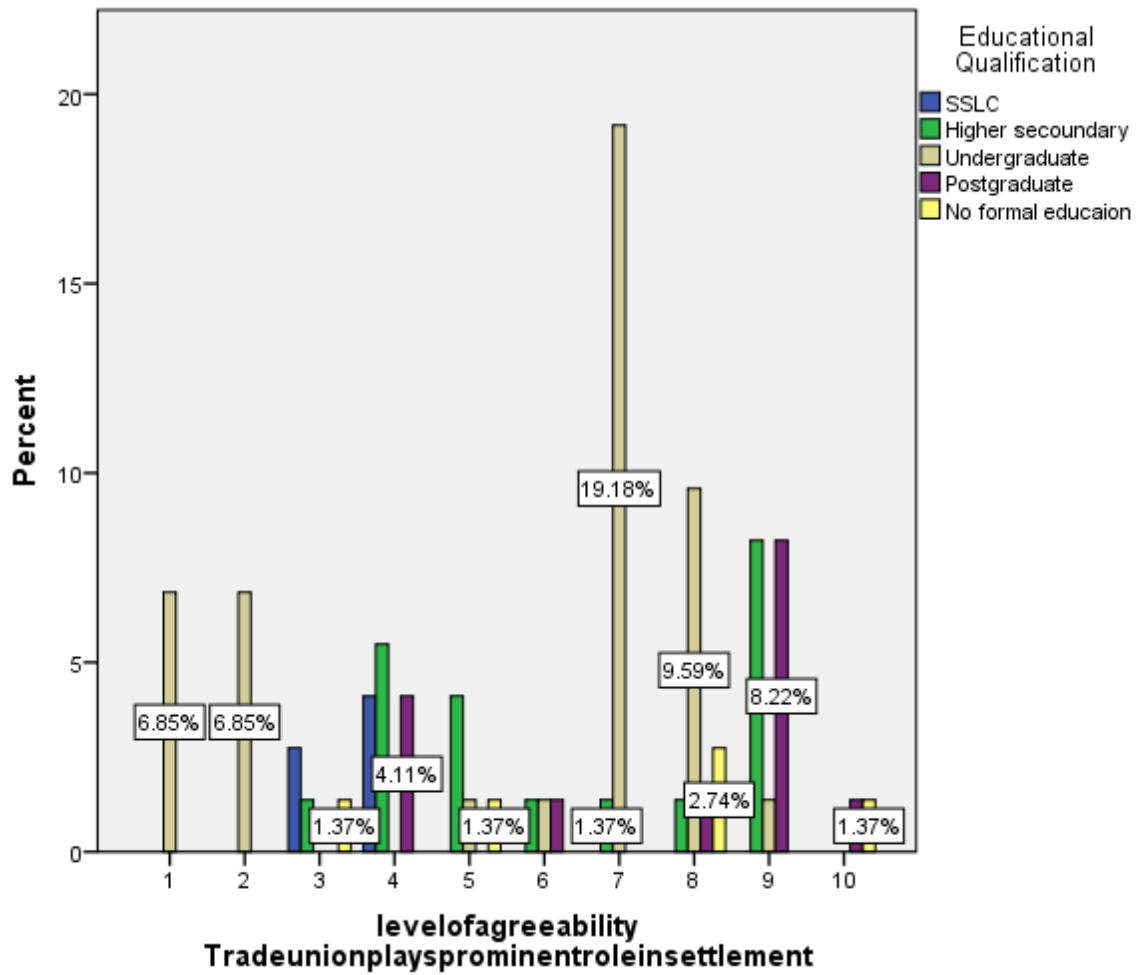
LEGEND: Figure 2 represents the distribution of the respondents’ gender and opinion on major causes of industrial dispute.

FIGURE 3



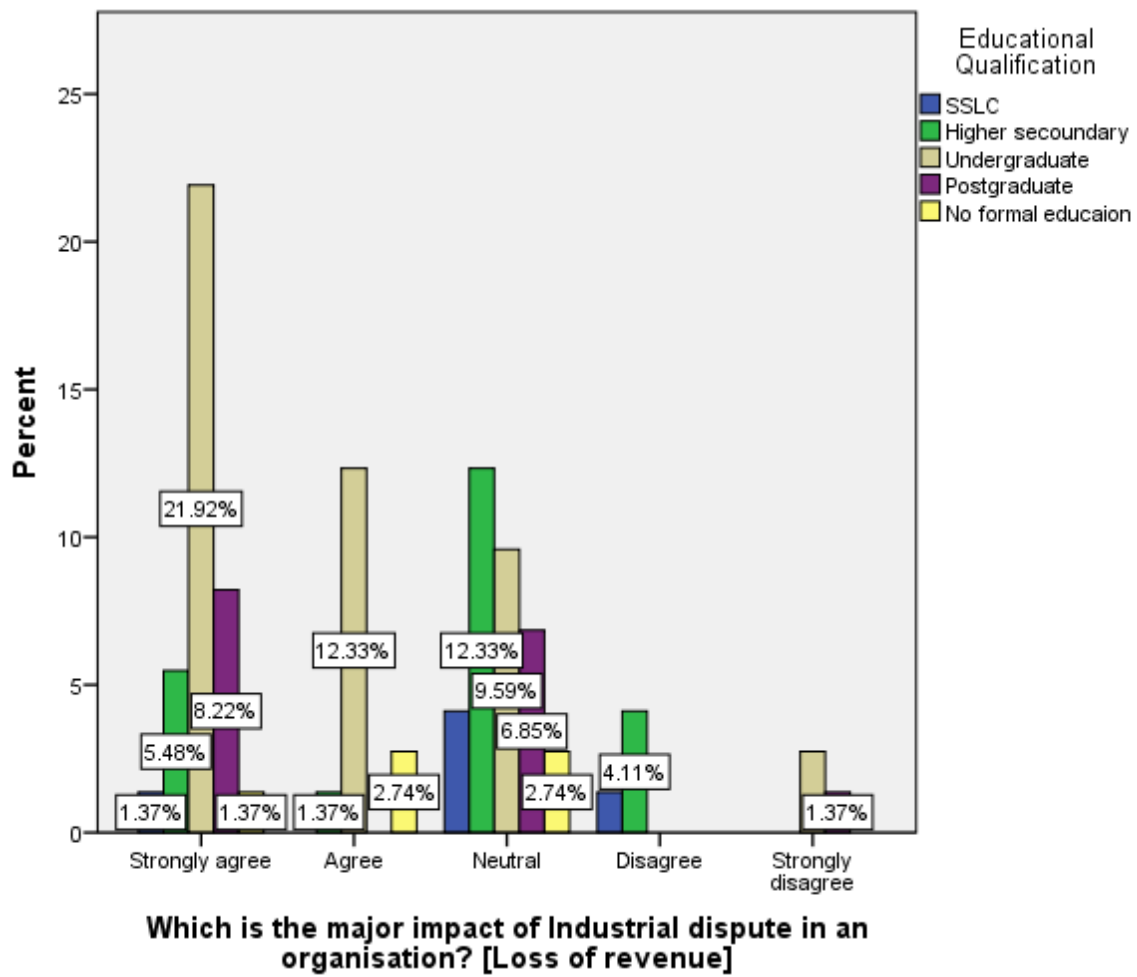
LEGEND: Figure 3 represents the distribution of the respondents' Occupation and opinion on Trade union plays prominent role in settlement of industrial disputes

FIGURE 4



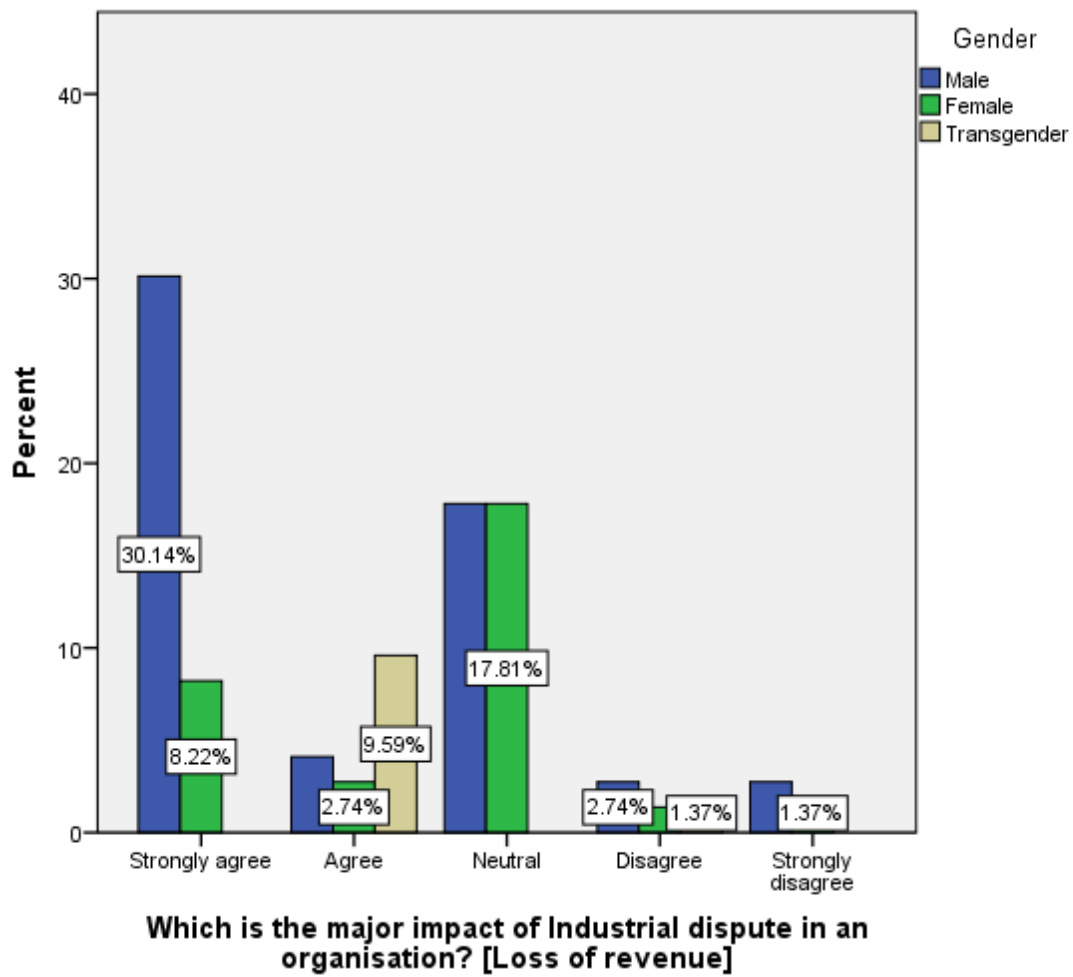
LEGEND: Figure 4 represents the distribution of the respondents' Educational qualifications and opinion on Trade union plays prominent role in settlement of industrial disputes.

FIGURE 5



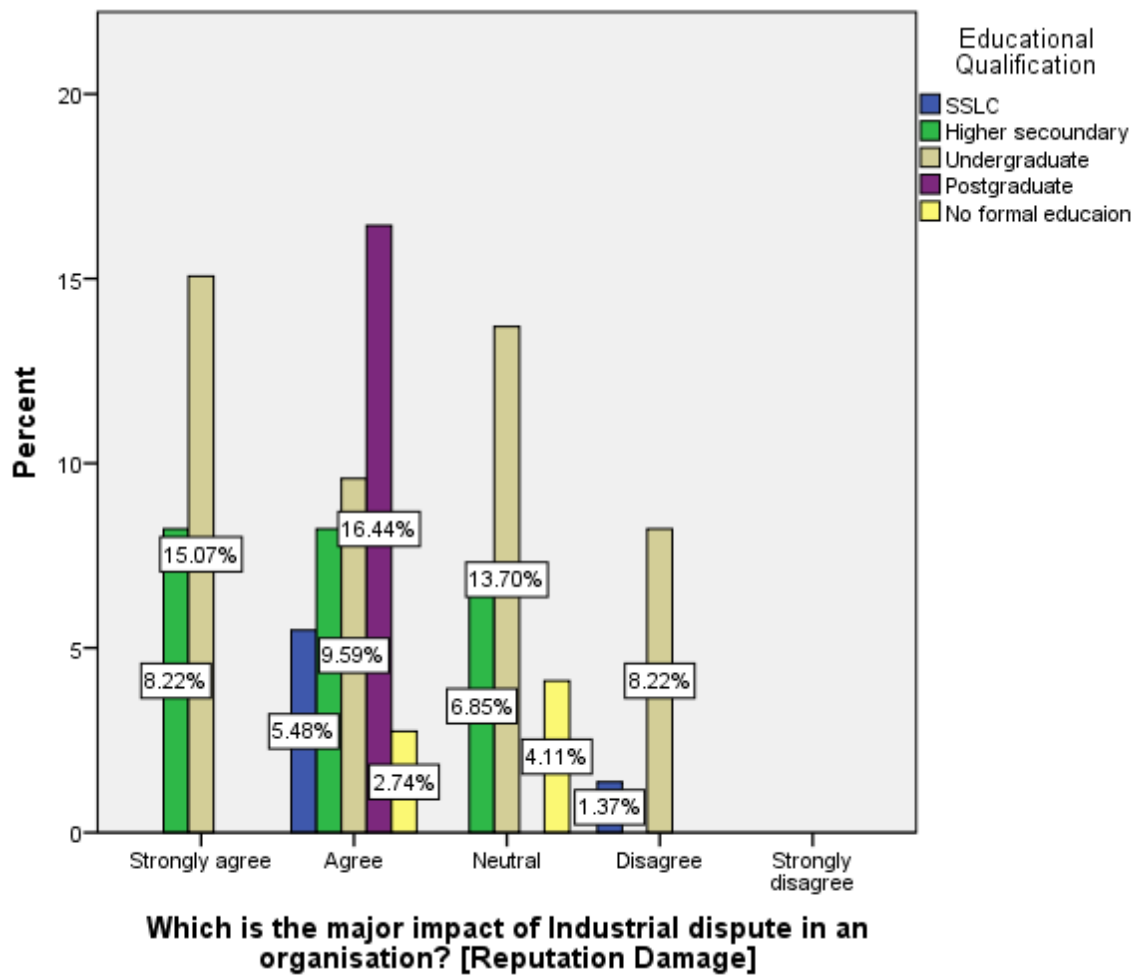
LEGEND: Figure 5 represents the distribution of the respondents' Educational qualifications and opinion on major impact of industrial dispute in organization.

FIGURE 6



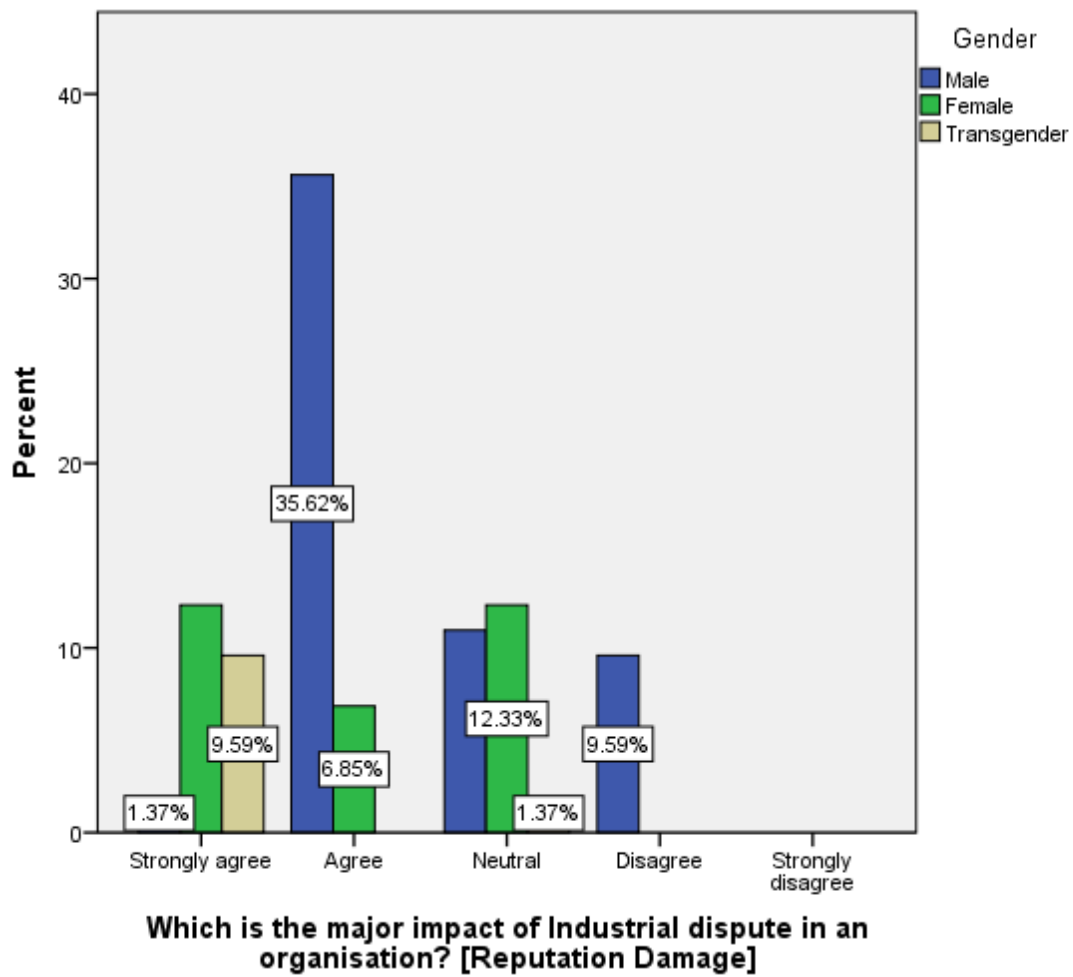
LEGEND: Figure 6 represents the distribution of the respondents' gender and opinion on major impact of industrial dispute in organization.

FIGURE 7



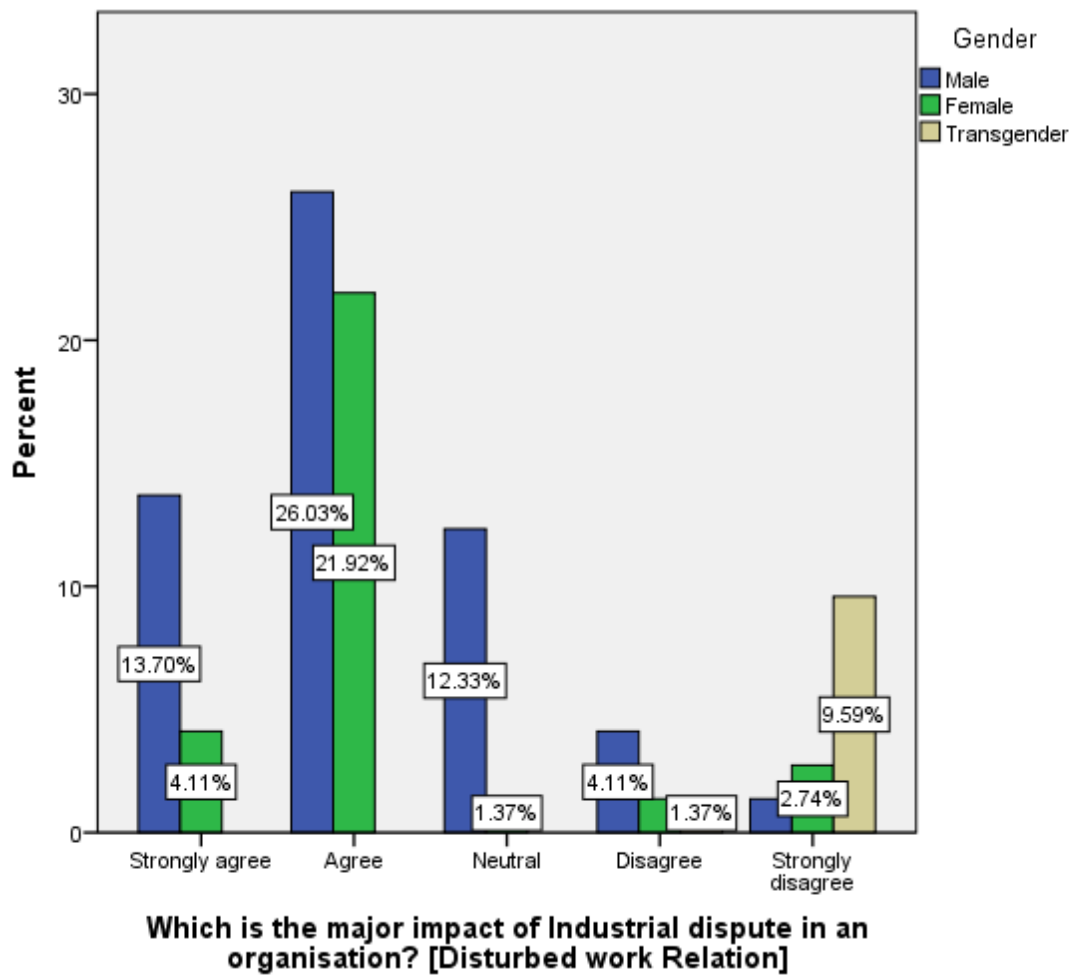
LEGEND: Figure 7 represents the distribution of the respondents' Educational qualifications and opinion on major impact of industrial dispute in organization.

FIGURE 8



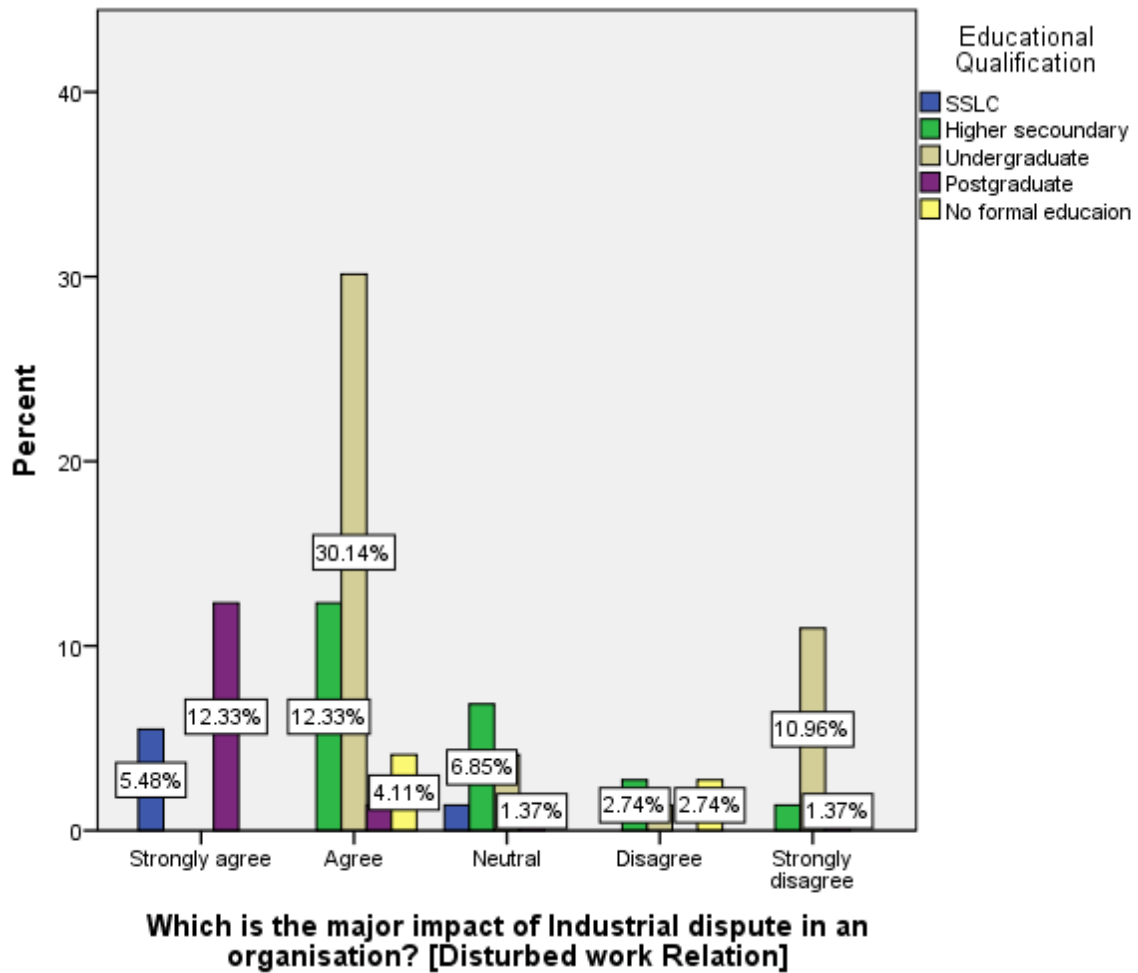
LEGEND: Figure 8 represents the distribution of the respondents' gender and opinion on major impact of industrial dispute in organization.

FIGURE 9



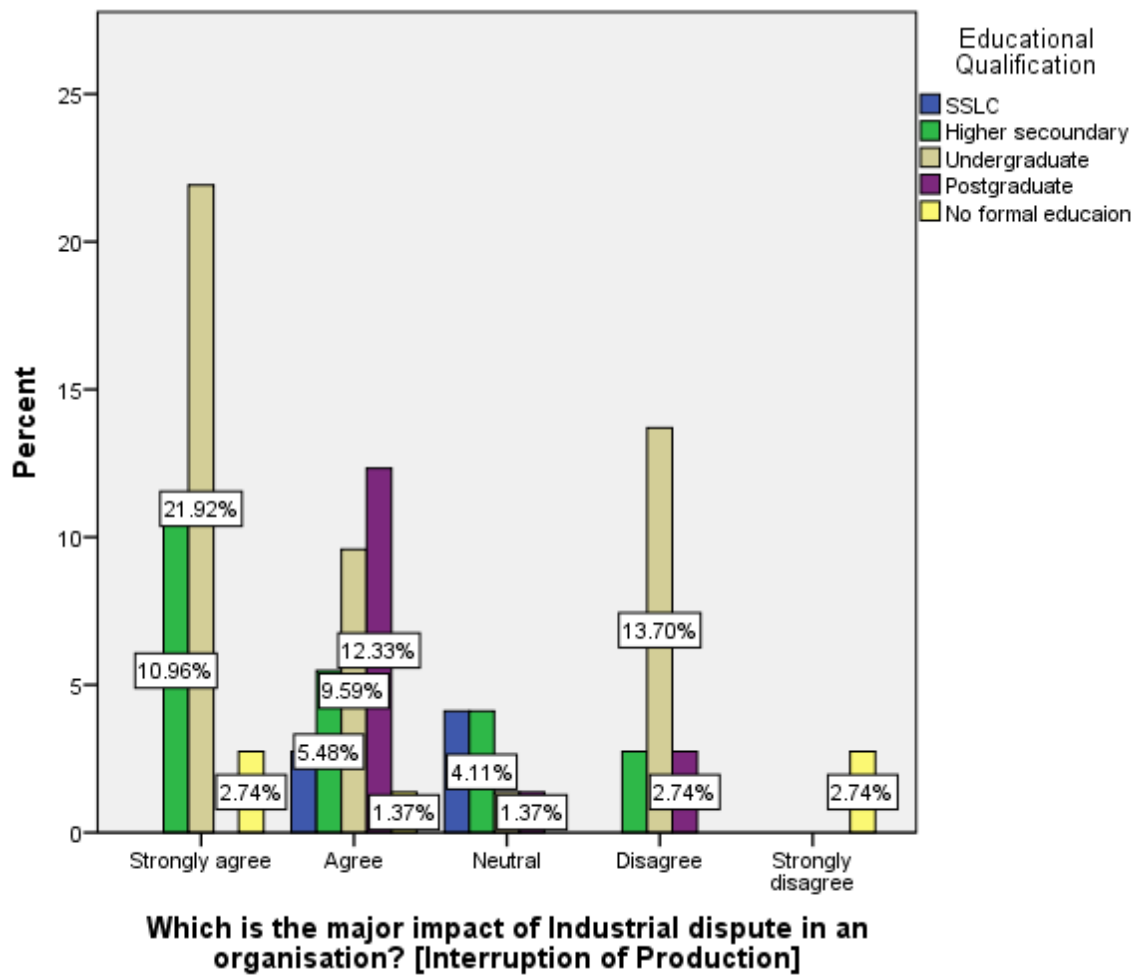
LEGEND: Figure 9 represents the distribution of the respondents' gender and opinion on major impact of industrial dispute in organization.

FIGURE 10



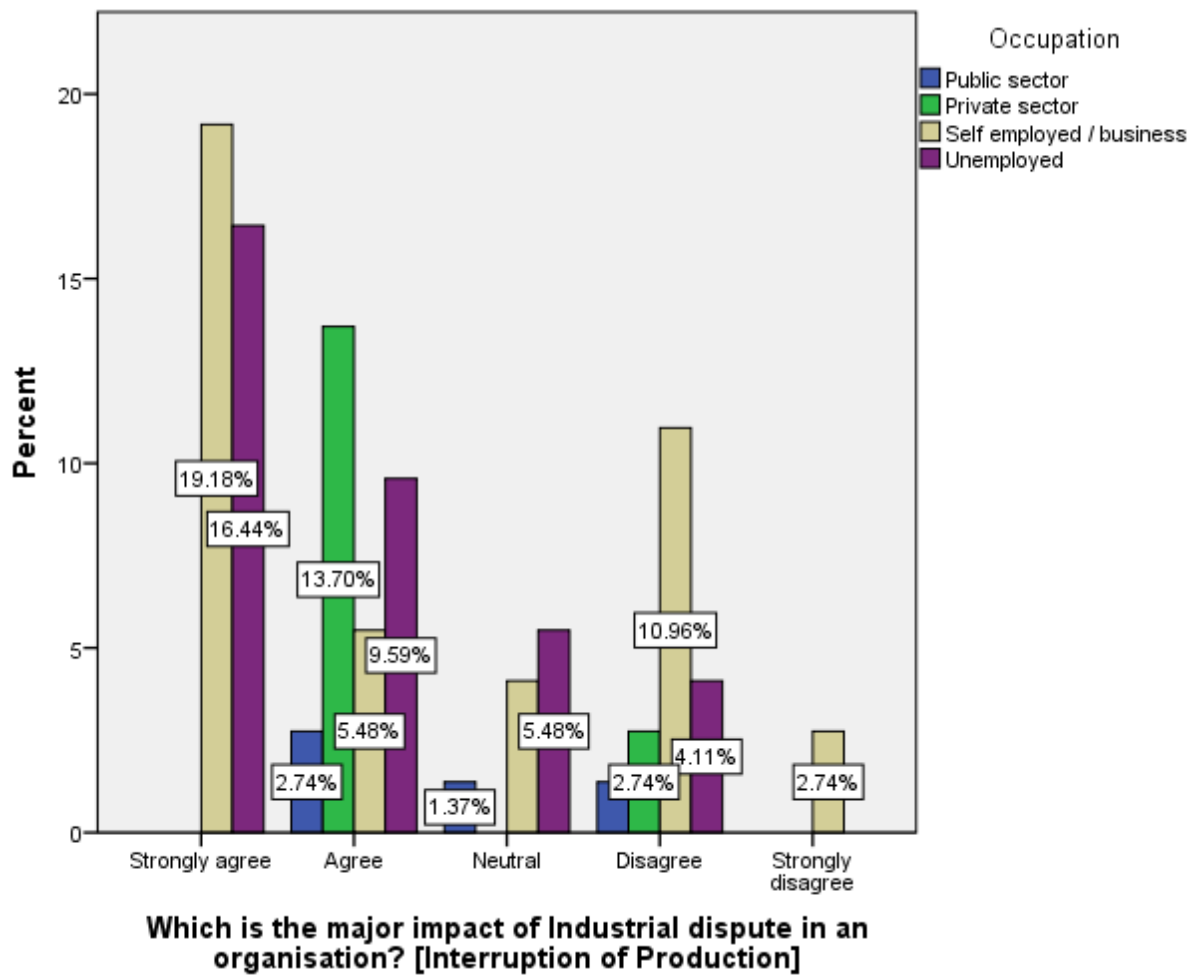
LEGEND: Figure 10 represents the distribution of the respondents' Educational qualifications and opinion on major impact of industrial dispute in organization.

FIGURE 11



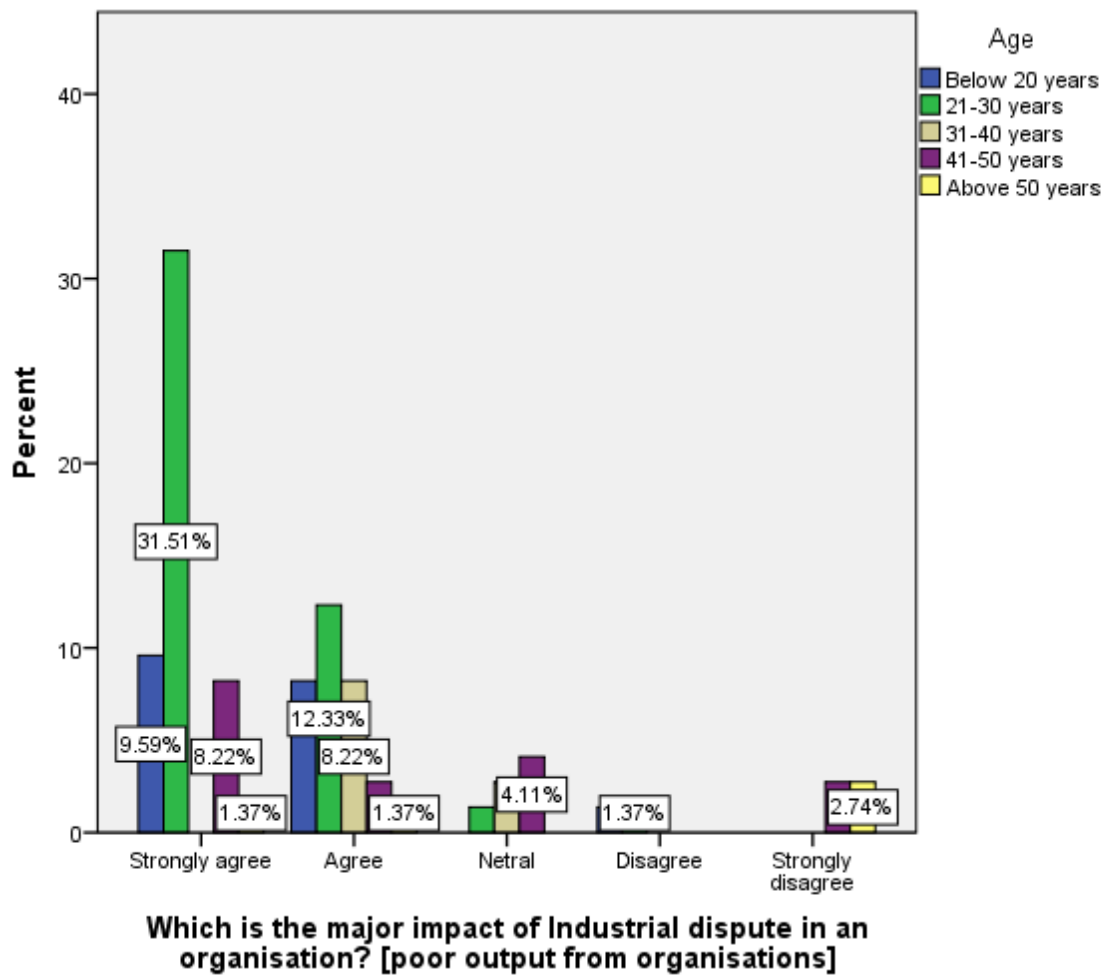
LEGEND: Figure 11 represents the distribution of the respondents' Educational qualifications and opinion on major impact of industrial dispute in organization.

FIGURE 12



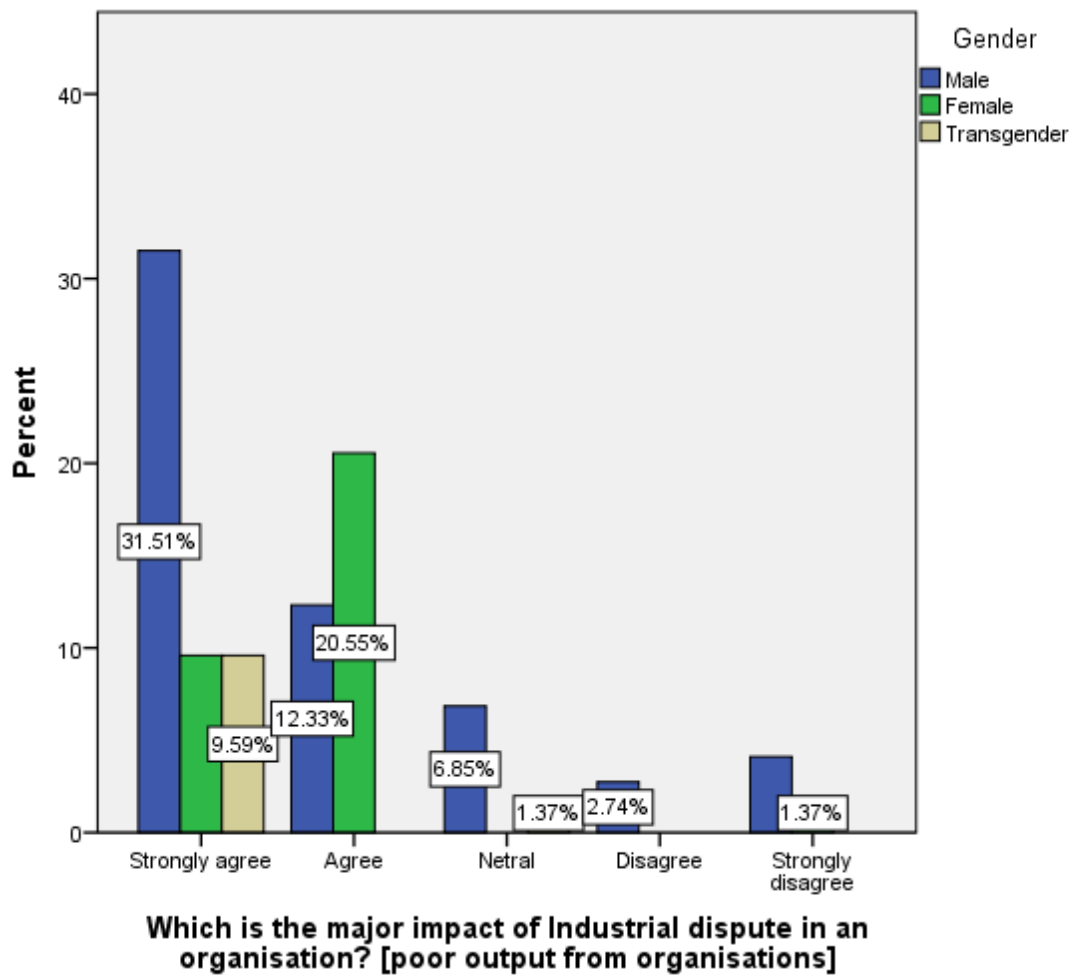
LEGEND: Figure 12 represents the distribution of the respondents' occupation and opinion on major impact of industrial dispute in organization.

FIGURE 13



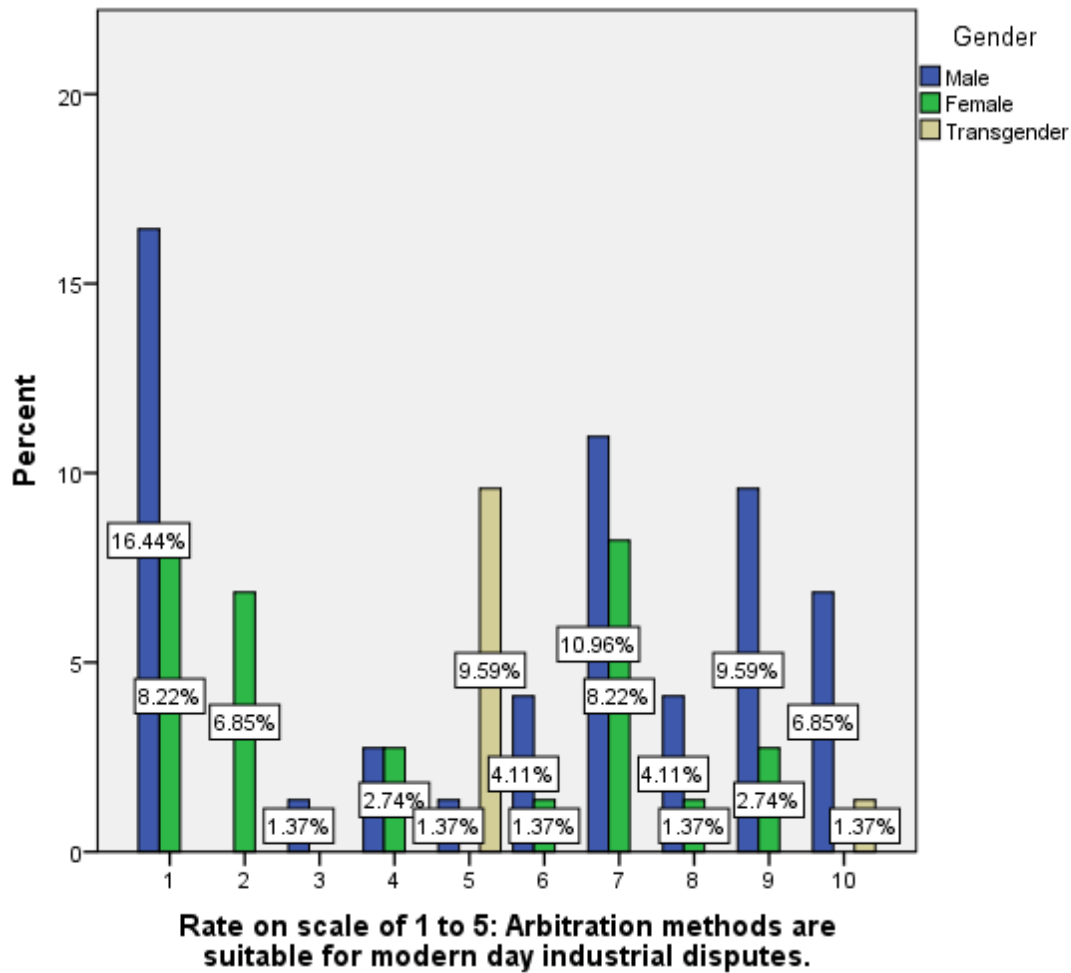
LEGEND: Figure 13 represents the distribution of the respondents' age and opinion on the major impact of industrial dispute in organization.

FIGURE 14



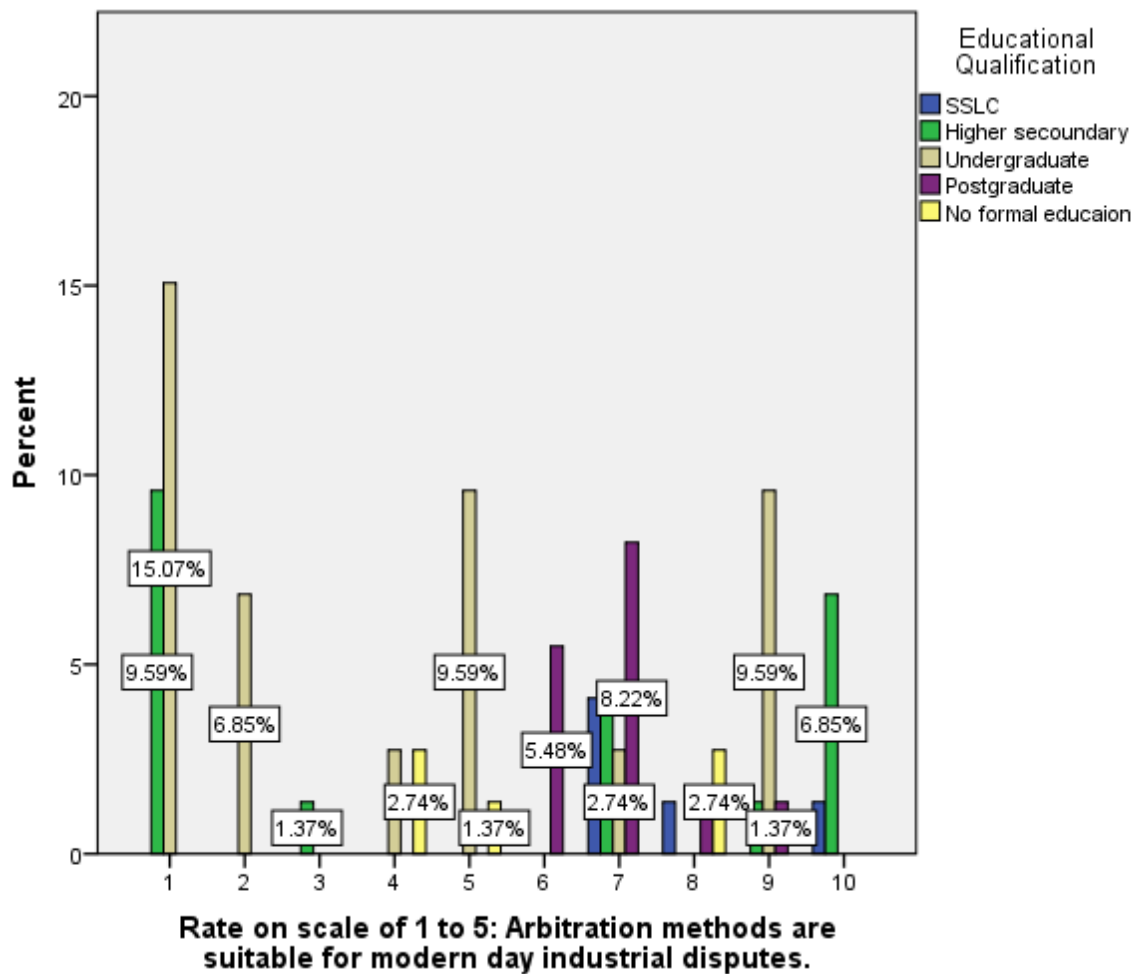
LEGEND: Figure 14 represents the distribution of the respondents' Gender and opinion on major impact of industrial dispute in organization.

FIGURE 15



LEGEND: Figure 15 represents the distribution of the respondents' Gender and opinion on major impact of industrial dispute in organization.

FIGURE 16



LEGEND: Figure 16 represents the distribution of the respondents' Educational qualifications and opinion on major impact of industrial dispute in organization.

RESULT

Figure 1 represents the age distribution of the respondents with the percentage of major causes of industrial dispute. Most people between the ages of 21-30 are given poor work environment. **Figure 2** represents the gender distribution of the respondents with the percentage of major causes of industrial dispute and most of the male stated Poor work environment and unfair wages and females stated High workload and poor work environment **Figure 3** represents the occupation distribution of the respondents with the level of agreeability on trade union plays prominent role in settlement More responses are from unemployed people and they agreed 9 on 10. **Figure 4** represents the Educational qualification and distribution of the respondents with the level of agreeability on trade union plays prominent role in settlement More responses are from unemployed people and they agreed 9 on 10. **Figure 5** represents the Educational qualifications distribution and major impact of industrial dispute in organization. Most of the UG responses are high and they have stated strongly agree and neutral. **Figure 6** represents the male distribution and major impact of industrial dispute in organization. Most of male UG responses are high and they have stated strongly agree and neutral. **Figure 7** represents the Educational qualifications distribution and major impact of industrial dispute in organization. Most of the UG and PG students' responses are high and they have stated strongly agree and are neutral. **Figure 8** represents the male distribution and major impact of industrial dispute in organization. Most of male responses are high and they have stated strongly agree and neutral. **Figure 9** represents the male distribution and major impact of industrial dispute in organization. Most of male UG responses are high and they have stated strongly agree and neutral. **Figure 10** represents the Educational qualifications distribution and major impact of industrial dispute in organization. Most UG responses are high and they have stated agreed and neutral. **Figure 12** represents the occupation distribution of the major impact of industrial dispute in organization. **Figure 13** represents the distribution of the respondents' age and opinion on the major impact of industrial dispute in organization, most of the people strongly agree and some are disagreed. **Figure 14** represents the distribution of the respondents' Gender and opinion on major impact of industrial dispute in organization. **Figure 15** represents the distribution of the respondents' Gender and opinion on major impact of industrial dispute in organization and most of the people have been agreed and some have strongly disagreed. **Figure 16** represents the distribution of the respondents' Educational qualifications and opinion on major impact of industrial dispute in organization.

DISCUSSION

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LIMITATIONS

The Major limitation of the study is the sample frame. The sample frame Collected through online platforms like sending mail, sending links via WhatsApp is the limitation of the study. The restrictive area of sample size is yet another drawback of the research. Collection of data via online platform is limiting the researcher to collect data from the field. Since the data is collected on online platform wherein the respondent is not known, the original opinion of the respondent it is not found, The researcher could only come to a approximate conclusion of what the respondent is feeling to convey. The responses collected through online mode are not as accurate in comparison with reality.

SUGGESTIONS

Some of the methods used for preventing and settling industrial disputes are: Collective bargaining, Mediation, Conciliation and Arbitration. Establishing works committees and joint management councils within the organisation. Over the years, a number of measures have been adopted in India to maintain and promote discipline and harmony between the employees and the employers. With this in view, the Second Five Year Plan suggested that a voluntary code of discipline must formulate and then abide by the same. In India, the Ministry of Labour and Employment has evolved a comprehensive code of Discipline to maintain discipline and harmony in the industries. However, the code does not have any legal sanction. Only moral sanctions are behind. These codes aren't mandated across the industrial sectors. When it is sanctioned in an efficient manner, enterprises are capable of reducing industrial disputes.

CONCLUSION

Industrial dispute arises when employees and the employers fail to sort out their differences. The paper discusses the effects of the industrial disputes and describes them. Industrial dispute is always harmful to all persons associated with such industry as it affects all stakeholders, management, employees, economy, and society. The employers suffer losses in production, revenue, profits and even sickness of the plants; whereas the employees may suffer due to loss of wages and even jobs. The people opinion shows the general effects of industrial disputes. It portrays the common views regarding industrial disputes. Since industries are the pillars to economic growth, any dispute is detrimental to the rate of growth of the economy which ultimately affects the whole society. Industrial Disputes are indispensable in the current era. Strikes are legalized and considered as weapon of the employees. Each organization should

focus on improving the work environment with proper code of conduct. Healthy labor practices immunizes an enterprise free from industrial disputes. Establishing Works Committee, Arbitration Cells, Sanctioning disciplinary code shall possibly protect an organization from industrial dispute, so that productivity remains positive and industry shall sustain long run.

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