



YASHOMANTHAN

(A Peer Review Multidisciplinary Research Journal)

**INTERNATIONAL INSTITUTE OF MANAGEMENT
SCIENCE, Chinchwad, Pune.**

in association
with

**NATIONAL INSTITUTE OF
PERSONNEL MANAGEMENT**

SPECIAL ISSUE ON

INDUSTRIAL RELATIONS

BACKBONE

OF

BUSINESS

SUSTAINABILITY

IMPACT FACTOR : 6.692

CONTENT

Sr. No.	Title	Page No.
1	Industrial Relations - The Backbone Business Sustainability Adv. Dr. Shrikant Malegaonkar	1
2	Industrial Relations Back Bone Of Business Sustainability A NEW APPROACH Adv. Rajiv Joshi	7
3	Industrial Relations (IR) – Essential for Business Sustainability Dr. Rajen Mehrotra	12
4	A Hard Look at the Industrial Relations Mr. Arvind Shrouti	18
5	Excerpts From My Journey With Industrial Relations Mr. Pramod Mahatme	22
6	Industrial Relations- The Backbone of Business Sustainability Dr. Sadashib Padhee	31
7	Industrial Relations- The Backbone of Business Sustainability Mr. A. S. Girish	36
8	Sustainability of Business and Industrial Relations. Issue is 'What' rather than 'How to' Mr. Ajit Abhyankar	43
9	Industrial Relations (IR) – Backbone of Business Sustainability Mr. R. Malar Vannan Fernando	47

CONTENT

Sr. No.	Title	Page No.
10	Industrial Relations - Important stanchion of Business Sustainability. Dr. Abhijeet Shah, Mr. Nirvikar Hingane	52
11	Role Of Union Supporting Business Sustainability Mr. Dilip Jamdar, Mr. Santosh Sable	57
12	“Industrial Relations - Backbone Of Business Sustainability” A Concept Note On Proactive IR For Business Sustenance. Dr. Milind Kulkarni	68
13	Industrial Relations –Backbone of Business Sustainability Mr. Sharad Gangal	75
14	Industrial Relations: Spinning Edge Towards Sustainable Business Development Mr. Sushilkumar Warkar, Mr. Parth Jadhav	80
15	“IR: Involve2Resolve”: The new approach towards Industrial Relations Mr. Dattatraya Ambulkar, Ms. Krupa Ambulkar	85
16	The study of the Industrial relations - Role in the strategic decision making in the organization Prof. Abhijit Khurape, Dr. Satish Punse	94
17	A Study on Empathetic and Transformative HR Leadership in Promoting Industrial Relation for the Cause of Business Sustainability Dr. Shaly Joseph	100
18	Industrial Relations - Backbone for Business Sustainability Mr. Samir Kukade	105
19	Corporate Social Responsibility Vs Compulsory Responsibility Dr. M. A. Lahori	111
20	Changing Role of Industrial Relations in India and its Determining Factors for Business Sustainability Dr. Subramanya Manjunath	115

CONTENT

Sr. No.	Title	Page No.
21	Impact Of Industrial Relations On Economic Business Sustainability Mr. Jitendra Zope, Mr. Siddhesh Jadhav	126
22	Industrial Relations – Backbone of Business Sustainability Ms. Hemangi Dhokte	131
23	IR : Backbone of Business Sustainability and Model Dr. Dinesh B. Hanchate	134
24	Women Labour Absenteeism and Its Impact on Organizational Productivity Dr. Hemlata V. Gaikwad, Ms. Nikita Garad	141
25	An Analysis Of Dearth Of Young Talent In Indian Industrial Relations Landscape Mr. Salil Bhide	148
26	Overview Of Industrial Relations And Business Sustainability. Prof. Ulhas Deshpande	153
27	The Analytical Study of elements of Industrial Relations Strategy, Policy and Framework. Mr. Vinod Bidwaik	158
28	Employee Relations - A Tool for Business Sustainability Dr. Kirti Dharwadkar	167
29	Industrial Relations And Business Sustainability Dr. Santosh Bhave, Ms. Lorraine Coelho	171
30	Uralungal Labour Contract Co-operative Society (ULCCS) Model: A Sustainability Development Model For Labour Cooperatives Mr. Pramod V, Mr. Sijin T C	181
31	The study of employee engagement activities through communication as a tool in context of maintaining healthy industrial relations. Dr. Akshay N. Ganbote	188

CONTENT

Sr. No.	Title	Page No.
32	IR Scenario in Public Sector Undertakings and its Future Trends Dr. Subir Bikas Mitra, Shri. Amiya Biswaranjan Nayak	193
33	Industrial Relation and Employee Performance: A Review of "Industrial Relations - Backbone Of Business Sustainability" Mr. Narendra Patil	198
34	The Industrial Relations Code (IRC), 2020 - A Coup d'état Dr. K. Bhanu Prakash, Dr. P R K Raju	204
35	Human Relation Enhancing Business Sustainability in Industry Ms. Himani Sahu	211
36	Future proofing organizations through skilling for enabling sustainable business growth and thereby ensuring positive employee relations Ms. Mrigashikha Mitra Banerjee, Shri. Abhishek Banerjee	215
37	Impact of Effective Industrial Relation Programs on Human Resource Experience at Workplace with Special Reference to Bharat Heavy Electricals Limited Bhopal Dr. Ramandeep Kaur, Prof. Inderpreet Bhogal	221
38	A Sound Industrial Relation for Sustainable Development - Mitigating the risk of the Workplace Violence. Prof. Ramya Nair	233
39	Impact Of Effective Leadership On Sustainable Industrial Relationship. Dr. Swathis. S	238
40	Creating Sustainable Business Through Robust Industrial Relations Mr. Sadashiv B. Patil	242