

Responsive Organisational Culture and their Implications for Industrial Relations System and Practices in Indian Organisations

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ABSTRACT

Responsive organisational culture and industrial relations are reflected in continuous improvement in productivity, quality, innovation and growth; legitimate areas of concern for both management and labour. In India, work has been accorded a secret place in the scriptures. However, over the years there has been an erosion of the values and it is often argued that the Indian worker today lacks a positive work culture. The present study aims at identifying significant dimensions of responsive work culture conducive to achieving global standards of performance specifying contributions of management and workers to that end and examining their implications for Industrial Relations and practices in Indian organisations.

KEYWORDS: Organisational culture, Industrial relations, Responsiveness, Industrial relation systems, Indian organisations.

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