



National - International Relations and Perspectives of Industrial Relations, A Comparative Study of Theoretical but Prevailing Dimensions

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ABSTRACT

As we are well aware about the happenings around us and it is either gun battle or war of words where one tries to occupy others but if we look for reasons for such onslaught where millions are being killed one breaks down. What are reasons behind such disaster where no such human rights violation concept prevails? What it can be that makes a country that makes it no better than look like being governed by animals. This paper tries to provide theoretical perspective of international relations in with reference to industrial perspectives particularly Unitarianism, Pluralist and Marxist? In this paper the author tries to provide a view how international bodies like UNO, state and central government can take note of organizational HRD policies and then implement it at international, National Level and also at state level.

Keywords: Unity, subgroups, destruction and Human rights violation.

INTRODUCTION

The concept of International relations has far more importance than industrial relations because of the fact that if International relations break down or there is halt to it we know what can be repercussions which is evident from the wars like that of Afghanistan or Palestine where millions of innocent people have been brutally killed. When it comes to organization we speak about different mechanisms like that of Collaboration, Organization as a unit with no sub groups, we try to build a mechanism within the organization where enough measures are taken to ensure employees feel belongingness to organization which is an important concept of Human Resource Development. But now the scope of Human Resource Development must get changed and it must become broader in scope and we must transform Human Resource Development to International-National Human Resource Development and there should be systems prevalent at international and at national level as well so as to ensure unity among nations, sub-groups within the nation and if we don't formulate such systems where an individual does not feel belongingness towards so called International supreme power or Nation power in particular then we must not look for reasons against policies such as anti Israel, anti India etc but it is then bound to take place. Lets us briefly describe what can be possible shape of each of the three industrial perspectives at national and International level:-

UNITARIANISM:

In Unitarianism the organization is considered to be integrated such as one happy family with one goal. Employees are treated as loyal with minimum chances of conflict and conflict if exists is considered to be dysfunctional and harmful as well. All family members give best to promote unity and there is concept of subordination of individual interests to general interests and as a result trade union or outside parties are given less chance to have a say with all focus being put on development.

Now if we take same concept in international perspective it would mean one Nation and all having one goal and i.e. sustainable development where focus would have been on both human aspects and environmental concerns as well. This would have really meant sustainable development because we would not have been having any requirement of nuclear power, the world would have been like family where stake-

holders would have been given same treatment but this is just day dreaming because you don't have people right now who take other nations as human beings but there are people who believe they are superior than all and others are made as their slaves, yes I am talking about Jews and this is why we have anti groups and we need to discuss Pluralist and Marxist approach as well.

PLURALIST PHILOSOPHY:

This perspective views organization consisting of several sub-groups each having their own goals like trade Unions and Management and conflict if exists is dealt with collective bargaining and enough measures are taken to ensure that there is proper grievance redressal mechanism. In order to have cordial relations, organizations started thinking about different systems and first it was given name personnel management then HRM and finally HRD. If we go through the components of HRD like HRD Culture and HRD systems the focus is human or you may call it personnel development.

MARXIST PHILOSOPHY:

This view of industrial relations looks at the nature of the capitalist society, where there is a fundamental division of interest between capital and labour, and sees workplace relations against this history. This perspective sees inequalities of power and economic wealth as having their roots in the nature of the capitalist economic system. Conflict is therefore seen as inevitable and trade unions are a natural response of workers to their exploitation by capital. Whilst there may be periods of acquiescence, the Marxist view would be that institutions of joint regulation would enhance rather than limit management's position as they presume the continuation of capitalism rather than challenge it.

This is dangerous approach of all and if we apply same approach to international relations it would read as supreme power in the world like US killing millions of people in Afghanistan and Iraq, Israel causing human destruction in Palestine. Here Marxist philosophy of Industrial Relations makes it appropriate for international relations. The repercussions of such philosophy would be groups that were small initially in Afghanistan but now becoming Nationwide threat as people from all corners of Afghanistan are joining such small groups because of the damage that has being done to human lives there in Afghanistan. Not only this but time will come when all

sincere and God loving people will join in hands and stand against such force.

PULARALISTIC PHILOSOPHY AND NATIONAL RELATIONS WITH SPECIAL REFERENCE TO JAMMU AND KASHMIR.

If we deeply analyse above three perspectives first seems impossible on this planet at least even we are not able to have such systems in our families where goal is one in nature and family's friendly environment does change slightly as it grows but the last two are predominantly existing everywhere be it Organization, family, State Level or National Level and also at international level. How Marxist is existing at international level has been discussed above and how pluralist philosophy is applicable at National level, Let's take the example of Indian administered Kashmir where resolution was passed in UNO at the time of Pundit Jawaharlal Nehru that Kashmir issue will be solved through the opinions of people of Kashmir in other simple way J & K issue will be solved as per the willingness of people of state as soon as normalcy returns. But lets us leave this concept of Indian administered for a moment and let we talk as Kashmir being integral part of India. Here we will be using HRD Philosophy approach to discuss certain aspects of relationship between people of Kashmir and Centre, people of Kashmir and State Government. And if we recall the components of HRD Philosophy, it mainly consists of HRD Culture and HRD systems .In light to these components we will try to explain why suddenly there is halt to relationship between people and state government, people and central government. Before going into HRD analysis let's remind ourselves about few aspects of HRD which we will be discussing in this paper.

- a. OCTAPACE culture
- b. HRD Systems

OCTAPACE bears its name octa because of having eight elements where

- a. Openness exists when employees feel free to discuss their ideas, activities, and feelings with one another.
- b. Confrontation brings problems and issues into the open for solution, rather than hiding them for fear of hurting or getting hurt.
- c. Trust emphasizes taking people at face value and believing what they say.
- d. Autonomy allows people to work independently with responsibility.
- e. Pro-activity encourages employees to take initiative and risks.
- f. Authenticity reflects the tendency for people to do what they say they will do.
- g. Collaboration recognizes interdependencies and the value of teamwork
- h. Experimentation recognizes failures as stepping stone for success and management is ready to except new ways of doing older things.

HRD systems would include following important sub systems

- a. Grievance System
- b. Tri-Partite mechanism

Now let's put few elements of organizational OCTAPACE into citizen development OCTAPACE.

a. Openness: This would have been the case in Jammu and Kashmir particularly in Kashmir had they been given opportunity to put forward their ideas but contrary to this what happens if they put their view forward they are being put behind bars and not only this there starts conspiracy against such citizens who are the intellectuals of the state, to prove this you don't need to look for proof but you can happily ask any Human Rights Activist what is happening in Kashmir ,what about human rights violation in Kashmir. Now if such would have been the case of organization people from different corners will say that it is discrimination at employment place and

they further go on pressing that people should establish an open environment in organization so as not to have conflict because conflict is dangerous for health of an organization but about if citizens of state are denied such rights ,it will definitely force people to join in hands to fight against such force.

b. Confrontation: Same is the case with confrontation ,people can't speak against those who are ruling and they can't even have a say on social network like Face Book against such people.

c. Trust: This is forgone case now but yes Central government and State Government had number of opportunities to build trust but whenever there was short period of normalcy they seemed to be sleeping always rather people in Kashmir believe they(leaders) don't want such things (normalcy) to happen in Kashmir. This trust deficit has widen after hanging of Afzal Guru ,Tortured and murdered Midasir Malla and young Tahir being hit on head by army personnel.

d. Authenticity: Well people of Kashmir see central government and state government consisting of two faces and this is clear to whole India when Omer Abdullah literally broke down in assembly on killing of Tahir and ASPFA but what home minister replied that he never forwarded any application for its removal. On the opposition side PDP trying to politicize this ASPFA when it was actually PDF leader Mufti Sayed who brought this black law in Jammu and Kashmir. Such are authentic our leaders.

e. Pro-active:- They are proactive in politicizing issues for the benefit of their seats but they have never been pro-active in the development of Kashmir.

f. Autonomy :- This is what state ruling government is asking but it does not seem to have any impact on Central government and when it comes to citizens ,autonomy has no place in Kashmir at least.

g. Collaboration:- There is no collaboration among different parties existing in Kashmir but people from all religion if being true followers are united and no body if he is pious Muslim will ever think about harming his Hindu brother.

HRD systems: HRD systems when brought in national concept has have huge scope and these systems if applied and operated would have been important in keeping people of Kashmir salient but again such is not the case and if we see Grievance Mechanism is at halt in Kashmir whether we talk about Step-ladder Mechanism or open door policy .There is stereo typing that has emerged in whole world about Muslims and in this name if anything goes wrong in India like blasts the case goes on Kashmiri people and when parents put forward their grievance it is hardly heard and contrary to this what happens if security forces brutally kill any citizen, government comes with money package which is not what parents want, they would like justice to be done ,there are number of unmarked graveyards in Kashmir and hundreds and thousands of innocent people being thrown behind bars. Lets us put the stepp lader mechanism aside, why ruling state and central government both being leaders of people ,problem solvers of people don't come forward and solve problems of people on one-to -one basis but such is not the case and it looks like mere impossible.

Tripartite Mechanism: - If there is already resolution in UNO office why to wait and for what to wait when there are provisions for such mechanism and more importantly it would develop state and it was better to implement as soon as possible.

Developmental Issues: Well Jammu and Kashmir ,Kashmir in particular are far behind than other states as far as development of state and individuals is concerned and that too when state has number of resources. This is the area which needs to be focused to keep people of state motivated? But

again I am sorry to repeat Delhi government is keen in hanging people ,putting people behind bars, Increasing unemployment, increasing number of scandals but they hardly seem to be bothering about this troubled state which is what leads to alienation of people here in Kashmir .

CONCLUSIONS:-

1. Having discussed all the three perspectives we have reached to conclusion that Unitarianism doesn't at all exist in world at all but other perspectives do exist .Marxist exists at international level and we call it international relations ,it exists in terms of Israel and Palestine relations, US and Afagnistan relations and Pluralist is existing in most of the countries like it exists between Central government Delhi and State Government J&k , Central Government and People in Kashmir, State government and people in Kashmir.

2. The aim of the paper has been to put HRD view forward because being the student of HRD I feel there are problems related HRD in the state of Jammu and Kashmir and it would have been highly beneficial if Organizational like HRD policies be given top priority for the Citizen Resource Development.
3. HRD policies which would now be read as citizen resource development policies though soft but are long term in nature and if applied will actually remove the gap between people of Kashmir and Government be it state or central.
4. Citizen Human Resource development would be an appropriate tool for putting healing touch on relations that have been over shadowed by politics.

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