

## EMPLOYEE RELATIONS CRISIS AT MARS ZENITH INDIA LIMITED

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### ABSTRACT

**Purpose** – Observes a employee relations problems in the Indian manufacturing industry.

**Design/methodology/approach** – Considers what gave rise to the problems and considers how they may be solved.

**Findings** –There were two ways forward. The Mars management could increase the security of their executives and make life hell for workers as the workers everywhere would now be seen as threat to management.

The other way was to build a relationship of trust with workers and allow them more participation in the running of companies. The worker-management conflict arose perhaps because the private companies were run in highly undemocratic manner in a democratic society.

**Practical implications** – How to tackle employee relations issues and review demands made by the Unions to achieve a winning situation for the organization.

**Originality/value** – Deals with some of the problems of poorly paid workers on one hand and the organizations not paying heed to their demands

**Article type:** Case study

**KEY WORDS:** Employee Relations, Violent Outbreak, Unions.

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