



**INDIAN INSTITUTE OF SOCIAL WELFARE AND
BUSINESS MANAGEMENT
MBA-HRM
SEMINAR LECTURE**

Mr. Aniket Mitra
HR Business Partner, Tata Steel



Topic Addressed: Insights into the Industrial Relations

Venue: Ground floor Auditorium, IISWBM

Date: August 29, 2025

The Department of Human Resource Management and Industrial Relations, IISWBM, had the privilege of hosting an insightful seminar addressed by our esteemed alumnus, Mr. Aniket Mitra, currently HR Business Partner at Tata Steel.



SEMINAR HIGHLIGHTS:

- Mr. Mitra began his session by tracing the historical evolution of Industrial Relations (IR), highlighting how the subject gained prominence in the post-World War era as nations sought to balance industrial growth with employee welfare and harmonious employer-employee relations.
- He then moved on to explain what IR truly means in practice—not just as a theoretical construct, but as the art of balancing the interests of employees, employers, and the state while maintaining industrial peace. He enriched the session with real-life case studies, enabling students to connect theory with workplace realities and understand the complexities of negotiation, conflict resolution, and compliance.
- Mr. Mitra further discussed the registration and recognition of trade unions, providing practical insights into the procedural aspects and challenges faced by organizations.
- In addition, he provided a comprehensive overview of key labour legislations such as the Contract Labour Act, Payment of Bonus Act, and the Industrial Disputes Act, explaining their implications for both employers and employees. He also shed light on various compliance proceedings that HR professionals must be well-versed with to ensure smooth industrial functioning.
- The seminar proved to be an engaging and highly enriching experience for the students. Mr. Mitra's practical insights, coupled with his strong grasp of labour laws and industrial dynamics, provided valuable takeaways for future HR professionals.

