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**IMPACT OF HR PRACTICES ON UNION MANAGEMENT
RELATIONSHIP: EVIDENCE FROM INDIA**

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While unions are struggling with issues like loss of membership, lack of mature leadership, management is challenged by the technology, and cost factors of business. Though both the parties try to maintain an amicable union-management relationship to sustain and grow, the HR practices are considered to be a threat for the unions. This paper based on 640 structured interviews conducted in manufacturing industries across different sectors in India tries to explore the perception workers, trade union leaders and managers about the HR practices and the union management relationship, and the impact of the prior on the later.

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