

scientific point of view, it is necessary to look at the feedback in order to see how the outputs of the industrial relations system feed back into the environmental sub-systems and through their effect of these systems subsequently come back to the industrial relations system in the form of conditional inputs. This establishes a scientific basis for including the concept of the feedback loop. Secondly, from a public policy point of view, it is essential that we investigate the consequences of the outputs of the industrial relations system for the other sub-systems of society. For example, what is the impact of strikes on the economic system, the legal system, the political system and the social system? What is the impact of wage and related changes on costs, prices, and employment? How do the outputs of the industrial relations systems affect community attitudes to both labour and management? While it may be difficult to establish objective measures with which to assess the impact of these outputs, it is nevertheless incumbent on scholars interested in the discipline of industrial relations to develop measures which will enable us to ultimately assess what impact the outputs have.

Concluding Comments

With this discussion of the feedback loop, I have now come full circle since I am back to the environmental inputs again. I would like to make but one concluding comment. As