

to be kept constantly in mind and of the duties they impose, may help to disclose what appears to be the wisest method of approach, and the one which it is proposed to adopt.

(1) Magnitude of subject. This necessitates an attempt to view industrial relations in their entirety, to see the parts in their proper relation to each other, and in their relation to the whole, and likewise the (whole) field of industrial relations in its relation to the entire field of social relations.

(2) Complicated nature of subject matter. This necessitates an attempt to understand the functional values and essential relationships of and to assign their proper significance, proportion and perspective to assigned classes of phenomena which concern industrial relations. phenomena of a variety and extent so vast as to include in a detailed and final analysis, the sum of human knowledge on man and his environment.

(3) Investigations and achievements in different countries of the world. This involves a knowledge of the literature of the subject, and of individuals and existing agencies throughout the world engaged in the work of investigation with respect to industrial relations.

(4) Points of departure for purposes of investigation, and avenues along which enquiry is likely to prove most beneficial in results. Clearly, any attempt to deal with this subject in its entirety would result only in confusion. The selection, therefore, of the phases deserving of detailed examination, must be made with the greatest possible care. Once the work of investigation is commenced, the way has to be threaded through a bewildering mass of social phenomena. Constant regard, therefore, must be had, in this connection, for a