# An Analytical Study of Industrial Relations in Engineering Industry of Gujarat

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## ABSTRACT

Industrial relations pose one of the most delicate complex problems to modern industrial society, with growing prosperity and rising wages. Workers have achieved a higher standard of living, they have acquired education sophistication and greater mobility, career patterns have changed, for larger sections of the people have been constrained to leave their farms to become wage earners and salary earners in urban areas under conditions of work. Ignorant and drenched in poverty, vast masses of men, women and children have migrated to a few urban areas. The organizations in which they are employed have cased to be individually owned and have become corporate enterprise. At the same time, however, a progressive status dominated, secondary group oriented, universalistic, aspirant and sophisticated class of workers has come up in to being who have their own trade unions and who have this gained a bargaining power which enables them to give a touch flight to their employers to establish their rights in the growing industrial society. As a result the government has stepped in and plays an important role in establishing harmonious industrial relations, partly because it has itself become an employer of millions of industrial workers, but mainly because it has enacted a vast body of legislation to ensure that the tight of industrial workers in private enterprises are suitably safeguard decides rapid changes have taken place in the techniques and methods of production. Long established jobs have disappeared, and new employment opportunities have created, which call for different patterns of experience and technical. Labour employer relationship have therefore became more complex that they were in past, and have been given a sharp edge because of widespread labour unrest. In the circumstances a clear understanding of the factors which make for this unrest and which are likely to eliminate it would be a rewarding experience for anyone who is interested in industrial harmony.

Keywords : Industries, Society, Patterns and Workers

## I. INTRODUCTION

In the summary written by Keith Davis, human relations are: The integration's of people into a work situation that motivates them to work together productively, cooperatively and with economic, psychological and social satisfaction.

The goals of human relation's approach are:

➢ To get people to produce.
➢ To cooperation through mutuality of interest.
➢ To gain satisfaction from their relationship.

The human relation's approach highlights certain policies and techniques to improve employee morale efficiency and job satisfaction. It encourages he small work group to exercise considerable control over its

environment and in the process helps to remove a major irritant to labour management relations. This school has thrown a ray of light on certain aspects such as communication, management development, acceptance of work, place as a social system group dynamics, participation management etc.

## II.  RELATED WORK

Satyendra Nath Sen and Tapan Piplai. (1968) made a case study of industrial relation in the jute  industry in West Bengal with objective of identifying and analyzing the factors that accounted for the different situation of industrial relation in the mills under study and the working of the existing machinery for the settlement machinery had to go a long way to achieve the desired objective.

K.V.Sivyya  (1968) made a study of industrial relation in the Visakhapatnam port with objective of presenting the views and experience of representatives of management, workers and non-woeker and unions on industrial relations. It revealed the position to Visakhapatnam port.

P.K.Patankar (1969)  examined the industrial relation is selected public sector under taking in Madhya Pradesh. The study focused on the problems of industrial relations by analyzing the factor affecting and reflecting industrial relation and by evaluation the worker of the machinery for the prevention and settlement of industrial dispute.

Ramachandran Nair K. (1969) attempted to examine the industrial relation in Kerala by highlighting the interesting course of the development of industrial relation in the stare with particular emphasis on the characteristics of the system, its practices and problems
R.C Saxena   (1970) made a study on industrial relation in five selected industrial units in Meerut

District. It was undertaken with a view to finding out industrial relation in the sample units and projecting the prevailing condition and problems of the workers in the respective units. The study revealed that even though the basic requirement5s for promoting healthy and smooth industrial relation where provided, the relation between workers and the management were found  to be not cordial. This was due to the repressive attitude of management towards the workers, defective procedure of recruitment, promotion and transfers, lake clear-cut policies regarding overtime, dismissals and discharge.

K.C Alexander (1972) investigated in to the working of the participative forums in organisations where they were working smoothly in organisations where they were facing hurdles. The main objective of the study was to  determine how far the socio-personal characteristics of workers and their attitudes towards trade unions and management influenced their interest in participation. The study noticed that there no relationship between workers' caste, place of origin, level of skill, income and inclination for participation in any area of management. It was found that the  level of workers was only factors that affected their interest in participative.

G.P.Rao(1974) made a study on the Industrialisation and workers protest and observed that what ever be the management practices in organisation, conflicts between employers and employees were bound to occur. The conclusion that emerged was that industrial dispute was an inevitable consequence of the process of Industrialisation.

Dilip ranade(1974) examined the possible relationship between welfare activities and industrial relations in newspaper industry by conducting a case study on Malayala Manorama. The importance finding was that rate of absenteeism and the numbers of grievances had a direct bearing on welfare measures and consequently on industrial relations.

The study concluded that the payment of wages and welfare measures had a positive impact on industrial relation .

A number of writers have attempted to produce various models of designs for industrial relation system. Among the contributors the most outstanding has been that of Prof. Dunlop of Hardward University. His approach was design to broaden the industrial relation. His analysis of industrial relation system could be viewed as radical departure from various approaches, which has tended to regard the subject as a specialized application of other discipline such as economics, low, psychology, sociology, history and organizational theory. He has broadened the industrial relations horizon from collective bargaining to the full spectrum of present day industrial relation. Dunlop laid down a generalized industrial relation framework, which is applicable at once to the broad areas of industrial relation experience namely:

## III. DATA ANALYSIS AND INTERPRETATION

**Table 1.**  Table showing the age-wise distribution of the respondents

| No. | Age Range | Frequency | Percentage |
|-----|-----------|-----------|------------|
| 1 | 18 to 25 | 32 | 53.33 |
| 2 | 26 to35 | 20 | 33.33 |
| 3 | 36 to 45 | 07 | 11.67 |
| 4 | 46 & above | 01 | 1.67 |
|  | Total | 60 | 100 |

From the above table it can be seen that out of the total respondents 53.33 percentage of the respondents fall into the age group of 18 to 25 years, 33.33 percentage respondents are between age of 26 to 35 years. 11.67percentage are falls in the age group of 36

to 45 years. 1.67 percentage respondents are falls under the age of falls under the age of 46 & above. Hence it can be interpreted that majority have the age group of 18 to 25 years.

**Table 2.**  Table showing the experience level of the respondents

| No. | Experience(Years) | Frequency | Percentage |
|-----|-------------------|-----------|------------|
| 1 | 0 to 10 | 36 | 60 |
| 2 | 11 to 20 | 21 | 35 |
| 3 | 21 & above | 03 | 5 |
|  | Total | 60 | 100 |

From the above table show the distribution of respondents by the experience 60 percentage (36) have 0 to 10 years of experience, 35 percentage (21) have 11 to 20 years of experience 5 percentage (03) have 21 to above years of experience. Hence it can interpreted that majority of respondents are have experience of 0 to 10 years.

**Table. 3** Table showing the education qualification of the respondents

| No. | Education qualification | Frequency | Percentage |
|-----|-------------------------|-----------|------------|
| 1 | P.G Degree | 12 | 20 |
| 2 | Diploma | 23 | 38.33 |
| 3 | I T I | 19 | 31.67 |
| 4 | B.E engineer | 06 | 10 |
|  | Total | 60 | 100 |

From the above table shows to educational qualification of the respondents it shows that 38.33 percentage respondents are diploma. 31.67 percentage respondent are study ITI , 20 percentage respondents are study P.G.Degree.10 percentage

respondents are study B.E.Engineer. Hence it is clean that most of the respondents are diploma holders.

**Table. 4**  Table showing the responses "you get opportunities to improve and display your potential"

| No. | Particulars | Frequency | Percentage |
|-----|-------------|-----------|------------|
| 1 | Quite a high extent | 15 | 25 |
| 2 | High extent | 28 | 46.67 |
| 3 | Moderate extent | 13 | 21.67 |
| 4 | Some extent | 04 | 6.66 |
|   | Total | 60 | 100 |

From the above table it's clear that 46.67 percentage respondents believe up to high extent that they get opportunities for improvements. 21.67 percentage respondents believe up to moderate extent, 25 percentage respondents believe up to quite a high extent,6.66 percentage respondents believe that some extent they get opportunity for improvement.

Hence it can be interpreted that most of respondents are said that high extent to Get opportunities to improve and display their potential.

**Table 5.** Table showing responses on the "Democracy freedoms in the organization"

| No. | Particulars | Frequency | Percentage |
|-----|-------------|-----------|------------|
| 1 | Quite a high extent | 12 | 20 |
| 2 | High extent | 26 | 43.33 |
| 3 | Moderate extent | 15 | 25 |
| 4 | Some extent | 06 | 10 |
| 5 | Not at all | 01 | 1.67 |
|   | Total | 60 | 100 |

From the above table it's clear that 43.33 percentage respondents believe up to high extent that there is democracy freedoms in to organization 25 percentage respondents believe up to moderate extent, 20 percentage respondents believe it is up to quite a high extent,   10 percentage respondents believe that some extent & remain 1.67 percentage respondents believe that not at all that is a democracy freedom in the organization.Hence it can be interpreted that most of respondents are said that high extent to democratic freedom in the organization.

**Table 6.**  Table showing responses on "company has objective to fulfil".

| No. | Particulars | Frequency | Percentage |
|-----|-------------|-----------|------------|
| 1 | Quite a high extent | 17 | 28.33 |
| 2 | High extent | 22 | 36.67 |
| 3 | Moderate extent | 13 | 21.67 |
| 4 | Some extent | 08 | 13.33 |
|   | Total | 60 | 100 |

From the above table it's clear that 36.67 percentage responders believe up to high extent that company has objective to fulfil, 28.33 percentage respondents believe up to quite a high extent that company has objective to fulfil, 21.67 percentage respondents believe to a moderate extent, that company has objective to fulfil, 13.33 percentage respondents believe that some extent.  Hence it can be interpreted that most of respondents are said that high extent regarding company has objective to fulfil.

## IV. CONCLUSION

Healthy labor management relations are very much instrumental in improving the economic conditions of the organizations as well as of labor. Analysis of workers' participation in management is very much essential. It is a mental and emotional involvement of

a person in a group situation which encourages him to contribute to goals and share responsibilities. A worker is more than a pair of hands. He is a human resource. His technical knowledge and ingenuity if properly utilized may make more significant contribution to the effectiveness and economic welfare of the organization. Hence this study carries great relevance in the present business environment to all engineering industries irrespective of their size and level of operations.

A constant review or follow up of results of the industrial relations programmed is essential to evaluate the existing practices and to identify the problem of the system. Regular follow up of different industrial relations policies, especially need to be placed on collecting information regarding labor turnover, labor absenteeism, job satisfaction, suggestions of employees, industrial accident rate, disputes, grievances etc. A continuous research is essential for carrying on its various aspects. This can be done by conducting of Exit interview, studying demands of the union, consultation with different organizational participants, consultants in the field of labor management and also through empirical exploratory investigation and research studies.

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