

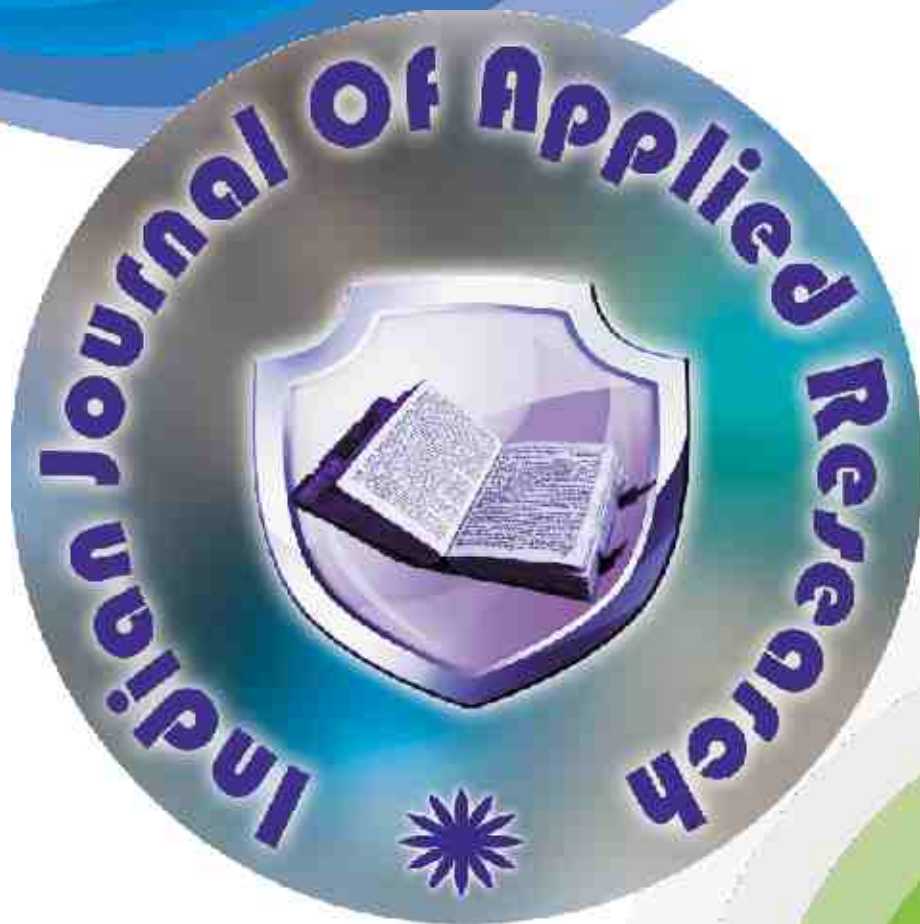
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## A Study On Impact Of Unionism On Industrial Relations In Manufacturing Sector

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### ABSTRACT

*Trade unions in India emerged due to the exploitation faced by the workers in the early industrialization phase. After globalization, the meaning, nature and the objective of the trade unions have changed. Trade unions are and will always be an important linking pin between the management and workers to maintain harmonious industrial relations. This study tries to investigate the impact of unionism on Industrial relations in India. Analysis is done using Multiple Regression technique to identify the impact. The results identified different parameters of the questionnaire on trade unions on industrial relations. Parameters like unity and coordination, employee welfare, nature of trade unions, competency of trade unions, management relations, workers empowerment, support from top management have a positive impact on overall harmonious industrial relations whereas other parameters like inter conflict among unions, political influence have a negative impact on overall harmonious industrial relations.*

### Keywords :

#### Introduction

TRADE UNION representation has shrunk over the past 20 years. The Employment Relations Act, the provisions of which came into force on 6 June 2000 could have an effect on this trend. A timely new study considers some key issues concerning the impact of unions: their effect on employment growth; whether they cause workplace closures; and their effect on employees' pay.

The relationship between employer and employee or trade unions is called Industrial

Relation (IR). Harmonious relationship is necessary for both employers and employees to safeguard the interests of both parties of the production. In order to maintain good relationship with the employees, the main functions of every organization should avoid any dispute with them or settle it as early as possible so as to ensure industrial peace and higher productivity.

#### Objective Of The Study

- To Study the nature of unions in Indian manufacturing industry.
- To Study the impact of unionism on industrial relations in the organization.

#### Literature Review

The Trade Union Act 1926 defines a trade union as a combination, whether temporary or permanent, formed primarily for the purpose of regulating the relations between workmen and employers or between workmen and workmen, or between employers and employers, or for imposing restrictive condition on the conduct of any trade or business, and includes any federation of two or more trade unions.

#### Trade unions in INDIA

The trade unionism in India developed quite slowly as compared to the western nations. Indian trade union movement can be divided into three phases.

#### The first phase (1850 to 1900)

during this phase the inception of trade unions took place. During this period, the working and living conditions of the labor were poor and their working hours were long. Capitalists were only interested in their productivity and profitability. In addition, the wages were also low and general economic conditions were poor in industries. In order to regulate the working hours and other service conditions of the Indian textile laborers, the Indian Factories Act was enacted in 1881. As a result, employment of child labor was prohibited.

The growth of trade union movement was slow in this phase and later on the Indian Factory Act of 1881 was amended in 1891. Many strikes took place in the two decades following 1880 in all industrial cities. These strikes taught workers to understand the power of united action even though there was no union in real terms. Small associations like Bombay Mill-Hands Association came up by this time.

#### The second phase (1900 to 1946)

this phase was characterized by the development of organized trade unions and political movements of the working class. Between 1918 and 1923, many unions came into existence in the country. At Ahmedabad, under the guidance of Mahatma Gandhi, occupational unions like spinners' unions and weavers' unions were formed. A strike was launched by these unions under the leadership of Mahatma Gandhi who turned it into a satyagrah.

These unions federated into industrial union known as Textile Labor Association in 1920. In 1920, the First National Trade union organization (The All India Trade Union Congress (AITUC)) was established. Many of the leaders of this organization were leaders of the national Movement. In 1926, Trade union law came up with the efforts of Mr. N N Joshi that became operative from 1927. During 1928, All India Trade Union Federation (AITUF) was formed.

The third phase began with the emergence of independent India (in 1947). The partition of country affected the trade union movement particularly Bengal and Punjab. By 1949, four central trade union organizations were functioning in the country:

1. The All India Trade Union Congress,
2. The Indian National Trade Union Congress,
3. The Hindu Mazdoor Sangh, and
4. The United Trade Union Congress

The working class movement was also politicized along the lines of political parties. For instance Indian national trade Union Congress (INTUC) is the trade union arm of the Congress Party. The AITUC is the trade union arm of the Communist Party of India

**The Role of Trade Union**

The dominant objective of the government during the regulation era was to maintain industrial peace. There existed an implicit 'social pact' between unions, employers and the state whereby unions promised industrial peace for organizational and job securities in return and both employers and unions accepted state regulation (Shyam Sundar 2009 c). The failure of state regulation in the product market and IRS became evident by then and the demands for deregulation of both became louder (Ramaswamy 1988, Shyam Sundar 2009c). The new economic policy announced in 1991 signalled a decisive shift in economic policies of the government from regulation to liberalization. The product market reform measures have increased the bargaining power of capital vis-a-vis labor. Capital has become more mobile and least regulated, while labor is less mobile.

**Research Methodology**

Major Hypothesis (s):

H0: There is no significant impact of unionism on employee-employer relations.

H1: There is a significant impact of unionism on employee-employer relations.

**Research Design**

Research Tool

A 5 point likert scale questionnaire is used to study the impact of unionism on Industrial relations. The questionnaire is standardized.

Sampling Design

A sample design is a finite plan for obtaining a sample from a given population. Simple random sampling is used for this study.

Sample Size

Number of the sampling units selected from the population is called the size of the sample. Sample of 100 respondents were obtained from two manufacturing units in Delhi NCR.

Sampling Procedure.

The procedure adopted in the present study is probability sampling, which is also known as chance sampling. Under this sampling design, every item of the frame has an equal chance of inclusion in the sample.

Methods of Data Collection.

The data's were collected through Primary and secondary sources.

Questionnaire

A well defined questionnaire that is used effectively can gather information on both overall performance of the test system as well as information on specific components of the system. A defeated questionnaire was carefully prepared and specially numbered. The questions were arranged in proper order, in accordance with the relevance.

Instrument: The type of survey has structured questions on likert scale .

Sample

A sample of 100 respondents in total has been selected with the help of convenience sampling and including one condition that the respondents are workers of the organization at a lower level and belong to a particular trade union.. The response to various elements under each questions were totaled for the purpose of various statistical testing.

**Data Interpretation & Analysis**

**Regression Analysis**

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.371	2.881		2.211	.030
	unityandcoordination	.352	.426	0.218	.826	.011
	employeeelfare3	.619	.523	0.381	1.183	.040
	employeeelfare4	.048	.146	0.036	.333	.740
	natureoftradeunions2	.441	.251	0.235	1.760	.042
	natureoftradeunions3	1.649	.871	0.995	1.893	.032
	natureoftradeunions4	-.103	.215	0.062	-.478	.034
	interconflict1	-2.831	1.031	-1.723	-2.745	.007
	interconflict2	-1.142	.354	-.414	-3.225	.002
	politicalinfluence1	-.174	.344	-.061	-.506	.615
	politicalinfluence2	.889	.318	.315	2.798	.006
	competencyoftrade1	.125	.304	.055	.412	.0282
	unionandmgmtrelations1	.137	.383	.052	.357	.022
	unionandmgmtrelations2	-.556	.412	-.148	-1.350	.011
	unionandmgmtrelations3	-.279	.243	-.142	-1.147	.255
	workersempowerment1	.229	.219	.129	1.049	.027
	workersempowerment2	-.387	.218	-.224	-1.775	.010
	supportfromtopmgmt	.102	.232	.068	.439	.042

a Dependent Variable: overallrelations

Unity and coordination

According to above results Unity and coordination has a positive impact on relations of trade union and employer as its significant value is less than 0.05. Unity and coordination strengthen the relationship between employer and trade union.

Employee welfare

Employee welfare is the efforts to make life worth living for workmen.and results show that employee welfare plays very important role in building up relationship between employees and employer.

Nature of trade unions

Nature of trade unions has a strong impact on employee-employer relations and its value came out as .082, .032, .034 .

Interconflict

Interconflict between trade union and employer negatively affects the employee-employer relations as its beta value is negative.

Political influence

Existence of Trade unions can change the type relations between employer and employee. According to the results political influence has negative impact as its beta value is negative.

Competency of trade union

Its beta value is .08 and it has positive impact on employee employer relations.

Union and management relations

A harmonious relationship between union and management is necessary for building up a good relationship between employee and employer as per the result its positive in nature.

Workers empowerment

Empowering employees will have a significant relationship benefit between the employer and employee ultimately resulting in better relations. And in results its beta value is positive and p value is less than 0.05.

Support from top management

Positive impact of support from top management helps in maintaining employer employee relationship its beta value = .068, p<.05



### Conclusion

- A trade union can be seen as a group of employees in a particular sector, whose aim is to negotiate with employers over pay, job security, working hours, etc, using the collective power of its members.
- Trade union plays a crucial role in securing a prompt and fair settlement of grievances.
- Decisions taken through the process of collective bargaining and negotiations between employer and unions are more influential.
- Trade unions play an important role and are helpful in effective communication between the workers and the management.
- They provide the advice and support to ensure that the differences of opinion do not turn into major conflicts.
- There are certain parameters like unity and coordination ,employee welfare, nature of trade unions, workers empowerment ,union and management relations, competency of trade unions and support from top management has positive impact on employee employer relations.
- Some parameters like political influence and interconflict negatively affects the employee employer relations if its value comes positive, due to which lack of trust and support can be seen in employee and employer.

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