



## LABOR LEGISLATION AND INDUSTRIAL RELATIONS

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**ABSTRACT** This article introduces on the topic Journal of Labor legislation & Industrial Relations and speaks about the labor law evolved with the present time and fulfilling the labor problems and safety measure. By the survey the responses reveals the term of regulations in working conditions of the labor and accurate relations between the employees

**KEYWORDS :** Wages and Standards of Living, Safety Measures, Employee and Employer relations, Incentives of Workers, Working conditions

### 1 INTRODUCTION

Industry Relations which explains the activity of a person engaged with relations between the employer and the workers in an organization. It has mainly two sections one is Pre-Independent and another one is Post Independent. Pre-Independent explains about the policies of government, struggles for independence in India. Whereas, Post Independence explains about the opportunities restructure the industrial relation system like social, political and economic portions.

Industrial Relations are a function which acts an Industrial rule. It depends upon promoting to improve position of both the direction and the union. It gives the good relation between the people to survive for human relations. This paper mainly discusses about the industrial relations which absence in building of organization collapse. Industrial relation who make the purpose of efficiency to avoid waste of time and effort by an human being. They should maintain the progress dealing for the attitude of new establishments. But the relations in the management were used as union management dealings amongst the state and employers with the occupational activity which are trained by own.

Industrial Relations test the different types of situations to an employee and situation of an employment. It has many faces particularly three faces are taken in study as to understand the employment relation as Science Building, Problem Solving and Ethical. The most important benefit of this industrial relation is continuity of production resulting the maximum production which is possible for it.

### NEED OF THE STUDY

- Necessary for the health, safety, and welfare of workers;
- Necessary to protect workers against oppressive terms as individual worker is economically weak and has little bargaining power;
- To encourage and facilitate the workers in the organization;
- To deal with industrial disputes;
- To enforce social insurance and labor welfare schemes.

### OBJECTIVES OF THE STUDY

- To maintain the relationship between the employees and management to resolve the problems.
- The main point is to transfer the way of thinking between the management and the worker.
- Protection or the safeguard of the employee through the rights and interests in an organization.
- The point is providing the actual time to the superior laws in misunderstanding
- Workers in the management proposals will be same to each other and they reach to take mutual decisions for an organization.
- It aims to improve the productivity by employees to an organization by minimizing the rates.

### 2 REVIEW OF LITERATURES

**1. Svetlana Yu. Glolovina, Yuliya A. Kuchina, Alena V. Servo(2020),** On Labor Legislation of Russia in the Era of the COVID-19 Pandemic: New Challenges for the Labor Sector. Journal of "The value of Law", the study on the COVID-19 pandemic has become a real challenge for state policy in the field of socio-economic relations in the most countries of the world. It caused a crisis in both the economy and the labor market.

**2. Dorota Kobus-Ostrawaska, Doxa Papakonstantinou(2020),** On Labor Market Integration of people with disabilities according to polish & Greek Legislation. Journal of Literature, the paper presents the types of support available to employers who employ individuals with disabilities as well as the opportunities for the disabled to enter the labor market , start the business and kept it running. The text is enriched with information about the labor rights of people with disabilities.

**3. S.I.A. Muhammed Yasir(2016),** On Labor Legislation in India- A Historical Study. Journal of "India's labor legislation and its Employment for the next decade" , the study in the initial period of imperialism wee based on exploitation of the worker class. Most of the labor legislations were enacted prior to India's independence. The post independence enactment of important legislation is the areas of employee security and welfare derive their origin partly from the vision of independent India's leaders and partly from the provisions in the India constitution and international conventions.

**4. Richard Mitchell, Peter Mahy, Peter Gahan (2015),** On The Evolution of Labor Law in India. "Asian Journal of Law of Society" , the study on the relative evolution of Indian labour law in its economic and political context. The work tends to be constituted of fragmented and short journal articles. The survey reveals that Indian "Labor law" in the formal sense has very little purchase in terms of its application in pursuit of its object.

**5. Chris F. Wright(2018),** On Australian Industrial Relations. "Journal of Industrial Relations", it discusses the fair work commission's decision to reduce Sunday and public holiday penalty rates for workers in the retail and hospitality industries, the growing problem of low wages and the Turnbull governments policy changes relating to the employment of temporary migrant workers. It then provides an overview of the other articles contained in the Annual Review issue

### RESEARCH METHODOLOGY

#### Research Design

"Research" may be defined as the systematic investigation into the Study of materials and sources in order to establish facts and reach new Conclusion.

1. A research design involves the complete process of planning and operation of the research.
2. A research design is an instrument, which helps in achieving scientific accuracy of the study under consideration.
3. How many observations should be made from each unit in the study?
4. The research has covered all the levels of the employees

#### Population

The population for this study is 250 employees in Wingtech Mobile Communication Pvt.Ltd, Andhra Pradesh.

#### Sampling size

Sample Size of this study is 120 employees from the total population of Wingtech communication Pvt.Ltd, Andhra Pradesh

**DATA ANALYSIS AND INTERPRETATION****Working conditions of the workers**

Showing the respondent's for Accidental benefit policies in organization.

**INTERPRETATION:**

From the above table it is evident that 46% of respondents expressed Accidental benefit policies in the organization is "very good" 33% of the respondents expressed Accidental benefit policies in the organization is "good" 18% of the respondents expressed Accidental benefit policies in the organization is "fair" and 3% of the respondents expressed Accidental benefit policies in the organization "poor"

**Wages and Standard of living**

Showing Cost of living with salaries paid by the organization

Response	% of Respondents
Good	41.6
Average	55.8
Poor	2.5
Total	100

**INTERPRETATION:**

From the above table it is clear that 42% of respondents expressed Cost of living with salaries paid by the organization is "Good", 56% of respondents expressed Cost of living with salaries paid by the organization is "Average" and 3% of the respondents expressed Cost of living with salaries paid by the organization is "poor".

**Welfare and Social Security**

Showing respondents rating about government involvement during welfare and social security in the organization

Response	% of Respondents
Good	72.5
Average	20.8
Poor	6.7
Total	100

**INTERPRETATION:**

From the above table it is found that 73% of the respondents have rated "good" about Government involvement during welfare and social security, 21% respondents have rated "average" about Government involvement during grievance handling process and 7% of the respondents have rated "poor" about Government involvement during welfare and social security.

**Employer and Employee Relations**

Showing respondents Employer and Employee Relations

Response	% of Respondents
Very good	60
Good	26.7
Neutral	3.3
Poor	8.3
Very poor	1.7
Total	100

**INTERPRETATION:**

From the above table it is evident that 60% of the respondents are having Very good relations with management, 27% of the respondents are having Good relations with employer, 3% of the respondents have stated "Neutral" regarding employer and employee relations, 8.3% of the respondents are having Poor relations with employer and 2% of the respondents having Very poor Cordial relations with Employer in the organisation.

**Government Involvement**

Showing respondents rating about Government involvement during conciliation agreement with the Organisation

Response	% of Respondents
Good	73.8
Average	16.7
Poor	5
Total	100

**Role of Trade Union**

Showing that respondent's opinion on Trade unions is involving in workers problem.

Response	% of Respondents
Very good	62.5
Good	25
Neutral	2.5

Poor	5.8
Very poor	4.2
Total	100

**INTERPRETATION:**

From the above table it is understood that 63% of the respondents are rated "Very good" about the trade unions involvement during workers problem. 25% of the respondents rated "good" 3% of the respondents have neutral about trade union activities 6% of the respondents are not satisfied with the activities of trade unions and 4% of the respondents expressed the activities of the trade union are very poor.

**Safety Measures**

Showing respondents rating on Safety measures adopted by the organisation

Response	% of Respondents
Very good	82.46
Good	14.91
Average	2.63
Poor	0
Very poor	0
Total	100

**INTERPRETATION:**

From the above table it is evident that 82% of the respondents have rated "very good" about safety measures adopted by the organisation 15% of the respondents have rated "good" about safety measures adopted by the organisation and 3% of the respondents have rated "average" about safety measures adopted by the organisation.

**FINDINGS**

- I found that nearly 92 % of the respondents are aware of Labor Legislations
- According to my survey most of the respondent's opinion is they are looking for awareness training programmers on labor laws.
- I found that nearly 79% of the respondents are satisfied about the accidental benefit policies that are followed by organization
- I found that nearly 83% of the respondents expressed working conditions in the organization is good.
- According to my survey the company followed the fair wage structure wage payment methods.
- In my survey most of the respondents are satisfied with safety and security measures followed by the company.
- I found that trade unions are favoring to employees and involving in worker problems.
- I found that government involvement during arbitrations and conciliations is fair.
- In this company Employer and employee relations are fair and favor to each other.
- In my survey most of the employees are not highly satisfied about the production incentives and Performance based reward system followed by the organization.

**CONCLUSION**

The subject of Labor Legislations and industrial relations has assumed greater significance in all the world Industrial Relations deal with in the working environment of an industrial organization, Labor Legislations regulate the organization towards the betterment of the employer and employee. In our country, Industrial relations overshadow all the other functional activities of management like marketing, finance, production, etc., Here we are probing in to the problems or aspects in the Industrial Relations in WINGTECH MOBILE COMMUNICATIONS INDIA PVT LTD, SRIKALAHASTI, RACHAGUNNERI, CHITTOOR DISTRICT.

The main cause of poor Industrial Relations results in inefficiency and labour unrest. The factory management is successfully and maintaining cordial relations to extent possible and within the frame work of its financial resources. This is to a greater extent evident by non-existence.

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