

A Study on Labour Relation in Textile Industries with Special Reference to Coimbatore City



Management

KEYWORDS : Labour, Industrial and Relation

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ABSTRACT

Today the industries are neither viewed as a venture of employers alone nor profit if considered as its sole objective. It is considered to be a venture based on purposeful cooperation between management and labour in the process of production and maximum social good is regarded as its ultimate end and both management and employees contribute in their own way towards its success. Industrial relations constitute one of the most delicate and complex problems of the modern industrial society. This phenomenon of a new complex industrial set-up is directly attributable to the emergence of 'Industrial Revolution'. The pre-industrial revolution period was characterized by a simple process of manufacture, small scale investment, local markets and small number of persons employed. All this led to close proximity between the manager and the managed. Due to personal and direct relationship between the employer and the employee it was easier to secure the cooperation of the latter. Any grievance or misunderstanding on the part of either party could be promptly removed.

INTRODUCTION

Labour relations play a crucial role in establishing and maintaining industrial democracy in India. It has passed through several stages. A number of factors – social, economical and political have influenced labour relations in India. Several terms are used to denote the word 'Labour Relation', 'Employee-Employer Relation', 'Industrial Relation' & 'Labour Management Relations' etc., The concept of labour relations means the relationship between employees and management in the day-to-day working of industry. But the concept has a wide meaning. When taken in the wider sense, a labour relation is "a set of functional interdependence involving historical, economic, social, psychological, demographic, technological, occupation, political and legal variables". According to the International Labour Organization (ILO) "Labour relations deal with either the relationship between the state, employers and workers organisations or the relation between the occupational organisations themselves". The concept of labour relations has been extended to denote the relations of the state with employers, workers and their organizations. The subject therefore includes individual relations and joint consultations between employers and their organizations and trade unions and the part played by the state in regulating these relations.

STATEMENT OF THE PROBLEM

The Labour Program has, over the years, developed numerous services, measures and initiatives to assist employers and employees in creating and maintaining a workplace that is conducive to good industrial relations. It is clear from the study whether a conducive environment exists among the labours of the Textile Industries and the Management of the Company. It is important to understand that whether good relations in the workplace are more important for job satisfaction than pay and benefits. The healthy industrial relations are key to the progress and success. Their significance is a) Uninterrupted production b) Reduction in Industrial Disputes c) High morale d) Mental Revolution e) Reduced Wastage. Hence, it is evident that good industrial relation is the basis of higher production with minimum cost and higher profits. As a result of increased efficiency among workers in the organization will promote the welfare of the workers and enhance the morale of the people at work. As regards to this objective a study has been done to find out the labor relationship among workers of Textile Industries and to assess the problem situations and the developments, increased social justice in the organization, and whether the situation leads to harmonious relationships between management and labour in Textile Industries.

OBJECTIVES OF THE STUDY

The following are the objectives of the present study

1. To know the satisfaction level of the employees of the facili-

ties provided by the industry.

2. To study the employee satisfaction level about the salary and other benefits.
3. To study about the workers' participation in decision making.
4. To study the types of training provided by the organization.
5. To offer valuable suggestions to improve the labour relation for the betterment of the industry.

Research Design

The researcher used descriptive type of research. This research design deal with describing the characteristics of a particular individual or groups. Descriptive research includes surveys and fact finding inquiries of a different kind. Primary data were collected from 125 sample respondents working in textile industries in Coimbatore city with the help of a well structured interview schedule, which was pre-tested. The primary data were supplemented by a spate of secondary sources of data

ANALYTICAL FRAME WORK

The collected data were coded with SPSS package and was taken for analysis with the help of tools like Simple Percentage Analysis, Score Value Analysis and Chi Square Test.

DATA ANALYSIS AND INTERPRETATION

Table: 1 Gender and Opinion towards Labour Relations

Gender	Opinion on Labour Relation			Total
	High	Medium	Low	
Male	29	30	13	72
	82.9%	47.6%	48.1%	57.6%
Female	6	33	14	53
	17.1%	52.4%	51.9%	42.4%
Total	35	63	27	125
	100.0%	100.0%	100.0%	100.0%

Chi-Square Value : 12.700

Degree of Freedom : 2

Table Value : 9.210

Result : Significant

It is clear from the above table that the calculated Chi-square value (12.700) is more than the table value (9.210) and the result is significant at the 1 % level. Hence, the hypothesis "Gender and Opinion towards Labour Relations existing in Textile Industries" holds good. From the above analysis, it is concluded that there is a significant relationship between the gender and opinion towards labour relationship existing in textile industries.

Table: 2 Educational Qualifications and Opinion Towards Labour Relations

Educational Qualification	Opinion on Labour Relation			Total
	High	Medium	Low	
School Level	4	8	3	15
	11.4%	12.7%	11.1%	12.0%
Diploma	11	18	8	37
	31.4%	28.6%	29.6%	29.6%
Graduate	9	12	10	31
	25.7%	19.0%	37.0%	24.8%
Post Graduate	7	11	4	22
	20.0%	17.5%	14.8%	17.6%

Professional Course	4	14	2	20
	11.4%	22.2%	7.4%	16.0%
Total	35	63	27	125
	100.0%	100.0%	100.0%	100.0%

Chi-Square Value : 6.059
Degree of Freedom : 8
Table Value : 15.507
Result : Not Significant

It is clear from the above table that the calculated Chi-square value (6.059) is less than the table value (15.507) and the result is not significant. Hence, the hypothesis "educational qualification and Opinion towards Labour Relations Existing in Textile Industries." does not hold good. From the above analysis, it is concluded that there is no relationship between educational qualification and opinion towards labour relationship existing in textile Industries.

Table:3 SCORE VALUE ANALYSIS

Level of Satisfaction Towards Multiple Factors and the Benefits Provided to the Employees

Factors	Level of Satisfaction										Score Value	%
	Highly Dissatisfied		Dissatisfied		Neutral		Satisfied		Highly Satisfied			
	N	%	N	%	N	%	N	%	N	%		
Satisfaction towards Job	17	14%	35	28%	29	23%	21	17%	23	18%	373	59.68
Present Wage Level	17	14%	35	28%	29	23%	21	17%	23	18%	373	59.68
Present Work Load	20	16%	38	30%	33	26%	24	19%	10	8%	341	54.56
Relationship with Immediate Superior	14	11%	29	23%	31	25%	33	26%	18	14%	387	61.92
Satisfaction on Safety Measures	18	14%	24	19%	38	30%	24	19%	21	17%	381	60.96
Satisfaction towards Provision of First Aid	16	13%	23	18%	27	22%	37	30%	22	18%	401	64.16
Relationship between workers and Management	15	12%	22	18%	27	22%	37	30%	24	19%	408	65.28
Satisfaction towards Training Program provided	8	6%	16	13%	30	24%	49	39%	22	18%	436	69.76

It is clear from the above table that the majority of the respondents scored high (436) and the percentage (69.76%) shows the level of satisfaction towards the training program provided by the organization, Secondly with the score of 408 and most (65.28%) of the respondents are satisfied towards the relationship between workers and management. With regards to satisfaction towards provision of first aid it was found 64.16% of the respondents were satisfied towards the same. Followed by a 61.92% satisfaction towards relationship with immediate superiors, 60.96% of the respondents' level of satisfaction towards safety measures, 59.68% each of the respondents' satisfaction towards the job and present wage level respectively. Finally, with 341 as the score, more than half (54.56) of the respondents are satisfied towards their present work load. It is inferred that the highest level of satisfaction was found to be from the training provided by Textile Industries to their employees and the lowest level of satisfaction was from the work load to the employees of the organization.

FINDINGS

- It is found from the analysis that the high level of perception of the respondents towards labour relationship existing in textile industries was the highest (82.9%) among the male category respondents.
- It is divulged from the analysis the high level perception towards labour relationship existing in textile industries was the highest (31.4%) among the respondents who are diploma holders.
- It is found from the analysis that the high level perception towards labour relationship existing in Textile Industries was the highest (31.4%) among the respondents who have a monthly income between Rs.5000 and 7000.
- It is divulged from the analysis the percentage of high level perception towards labour relationship existing in textile industries was the highest (42.9%) among the respondents

who have experience from 4 to 6 years.

- More than half (57%) of the respondents do not accept that they have job security in the organization.
- 41% of the respondents indicated that the management does not show interest towards employee welfare.
- The majority (74%) of the respondents is satisfied towards the promotional policies of the company.
- all (100%) of the respondents accepted that there is a grievance handling cell available in the organization.

SUGGESTIONS

- The study reveals that the majority of respondents stated that the workload was high. Hence, it is suggested that the management should reduce the workload of the employees.
- From the analysis, it is learned that the majority of respondents indicated that the management do not show interest towards employee welfare. Hence, it is suggested that the management should take necessary steps to provide welfare facilities for employees.
- The nature of the work should be modified to satisfy the employee and thus motivate and increase the level of involvement of the employees.
- From the analysis, it is identified that the majority of the respondents expect retirement benefit from the organization. Hence, it is advised that the management take necessary steps for proving retirement benefit employees.

CONCLUSION

The research draws the conclusion that the employees are highly satisfied with their jobs and the labour relations. Most of the employees stated that the employee and employer relations were also found to be good. Only a few were not satisfied with the labour relations in the company. The suggestions given by the researcher would enhance the industrial relations and would help to eliminate the conflicts in the future.

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