

CHAPTER-VII

OBSERVATIONS, CONCLUSIONS AND SUGGESTIONS

OBSERVATIONS AND CONCLUSIONS :

In what follows, we first give a brief summary of our major observations and conclusions emerging from the analysis of the collected data.

Menon and Menon Pvt.Ltd. is a well known Industrial unit in engineering goods industry. Menon's quality is accepted and acknowledged as one of the best in India. This is creditable not only to the management but also to the workers of the factory.

On the whole a fairly good relationship exists between the management and the workers. The management seems to have succeeded in developing personal relations with individual workers.

The industrial unit under study has two trade unions (a) Mechanical Va Engineering Kamagar Sangh and (2) Mechanical and Engineering Kamgar Union. Both the Unions are the followers of Communist philosophy. However, they are working separately at the local level. Both the Unions are active for the welfare of their members and have made several agreements with the management in respect of various economic and social interests of the workers.

The numerical strength of both the unions is more or less equal. It was also found that the workers are changing loyalties from one Union to another frequently. Temporary benefits appear to be the main consideration for such shifting loyalty.

It is infact encouraging to note that all the workers Irrespective of their Union, maintained that there should be only one Union in the factory which will enhance their bargaining strength.

It is, however, surprising to note that workers are totally ignorant about the constitution, objectives and national and State level leaders of their Union.

In the whole, the members of both the Unions are happy with the general working of their Unions. They feel that accounts of the Unions are fairly well-maintained. It is, however, seen that economically, both the Unions are very weak. Low membership fee seems to be the main cause.

Both the Unions are more active in militant functions only, but they are inactive in constructive, welfare and feateral functions.

Neither the leaders of the Union nor the management have pressed workers for strike. The strike decision have been taken in the meeting of the workers with open deliberations and majority voting.

All the workers had to secure alternative work at whatever place it was available on daily wages in the periods of indefinite strikes. Members of 68.05% workers had to work at alternative jobs in periods of indefinite strikes for subsistence.

Majority of the workers are ignorant about the effects and gains of the strikes.

The management used the weapon of lockout for a long period of about seventeen months in 1986-87. The management, leaders of trade unions, and the workers have given different causes for the lockout. Whatever may be the reasons of the lockout the workers suffered too much in this period of lockout and 350 workers lost their employment, many of whom are in search of job even now.

The Company has employed an adequately experienced workforce. Nearly 97.23% workers have more than five years of experience in the company.

Only 5.56% workers have received technical education like I.T.I. so it is clear that the workers are skilled in their work not because of formal training but because of their experience of work.

Majority of the workers come from rural areas.

There are only 18.05% workers who have more than three children. 76.78% workers have adopted family planning. 59.73% workers have male as well as female children.

61.10% of workers receive supplementary incomes from other sources. 39.90% workers do not have other sources of income and hence they have to depend on their present employment for subsistence.

All workers received more than Rs. 1000/- as gross salary per month but 95.83% workers received less than Rs. 1000/- as net salary per month. On the average Rs. 985/- are spent on consumption every month.

Taking into consideration the monthly income and expenditure on consumption, 80.55% workers have to spend more on consumption than their actual income. So these workers are compelled to take loans for living.

Only 19.45% workers have saved some income regularly.

SUGGESTIONS :

We would like to make the following suggestions on the basis of observation. These suggestions will enable the management as well as Unions to take necessary steps in order to develop and maintain harmonious relations between the management and workers.

- 1) Management should convince both the Union leaders to form one Union by using secret ballot. If this does not happen both the Unions should atleast come together and take unitary action on the problems of the workers.

2) Trade Unions should organise training programmes to train their leaders of unit or factory level to enable them to tackle the problems of workers more effectively.

3) Trade Unions should maintain detail records of all the Union activities at unit level.

4) Management should provide rooms for offices of the Unions in the premises of the factory.

5) Unions should increase monthly contributions and provide more welfare facilities to the workers. It is also suggested that the Unions should provide monetary assistance to the workers in the periods of indefinite strikes and lockouts.

6) Trade Unions should establish co-operative societies to provide loans to their members at reasonable rate of interest.

7) Either management or Unions should establish a departmental store to provide essential commodities to the workers at reasonable prices.

8) Trade Unions should try to become active in constructive, welfare and fraternal functions.

9) Unions should try to avoid indefinite strikes as well as management should try to avoid lockouts.

10) It is suggested that if the demands of the workers are reasonable, management should think over it promptly to avoid further complications.

11) The Company should give an opportunity to the workers to participate in the management.

12) Trade Unions should try to motivate the workers to use modern techniques and to avoid indiscipline among the workers in order to increase the production of the company leading to better incomes for themselves.