
CHAPTER - VII

CONCLUSIONS, OBSERVATIONS & SUGGESTIONS

A) Conclusions and Observations.

B) Suggestions.

CHAPTER - VIICONCLUSIONS, OBSERVATIONS AND SUGGESTIONSA) CONCLUSIONS AND OBSERVATIONS:

On the basis of the data collected following conclusions are drawn:

PERSONAL DATA:

There are no workers below 18 years. Factory has recruited young and skillful staff, in the age group of 26 to 35 years. Aged and experienced workers are 10 percent. Majority of the workers have served for about 5 years in the Menon and Menon factory. Those who have served for a longer period of time are very few (11.33 %). Factory seems to have followed the policy of recruiting only young people.

INDUSTRIAL DISPUTES:

Unit under study is free from any kind of major industrial disputes like strike or lockout till today. This indeed is remarkable achievement.

SETTLEMENT OF DISPUTES :

Majority of the workers are of the opinion that disputes be settled by way of Joint Agreement. Other ways of disputes settlement have marginal support. Except, one other won't like disputes to be solved by trade union. Joint Agreement is highly popular.

CHANDRASEKHAR

STANDING ORDER:

The notice board is very effective media of communication as far as standing orders are concerned. 61.34 percent of the workers have favoured media of notice board for communication. Trade Union is very weak media of communication. As only 18.66 % of the workers have favoured.

WAGE AND ALLOWANCE:

Majority of the workers (61.34 %) get wages per month between Rs.700-900. Those who earn between 300-600 rupees per month are only 28.66 %. Workers earning between 1000 and above rupees for month are in the minority (10 %). While monthly income of the workers includes bonus, providend fund and other benefits.

Most of the workers are satisfied with their wages.

COMMUNICATION MEDIA:

66 percent of the workers come to know the policies of the company by means of notice board. House journals are very weak media of the communication in the context of policies of the company.

TRADE UNION:

There is a one recognised Trade Union in the unit under study i.e. AITUC. The another union affiliated to Lal Nishan Paksha but he is not recognised. Most of the workers are affiliated to AITUC Union. " All India Trade Union Congress ".

GRIEVANCE SETTLEMENT PROCEDURE:

Majority of the workers (54 %) communicate their grievances to the authorities by oral communication. While (31.67 %) workers communicate their grievances to the authorities by way of writting farmality. It seems that 60.67 % workers communicate their grievances to the Labour Officer. While 20.67 % workers communicate their grievance to the departmental head. Mostly Labour Officer is the key person for communicating their grievances in the factory.

WORKERS PARTICIPATION:

During the period of collection of data researcher could observe healthy industrial relations in the unit under study. The scheme of workers participation in the management, has been implemented. The management has consciously devised the scheme for workers education. Workers find interesting but it becomes difficult for them to spare, time for it. The

conscious efforts on the part of management could bring about ideal industrial relations. The industry could get benefit for its efforts in the form of lack of strikes and lockouts during all these years.

DISCIPLINARY PROCEDURE:

It was found that notice board communicates matters related to disciplinary procedure most effectively. In rear cases, workers approach to the supervisory staff get the knowledge about disciplinary procedure. Notice board plays a very important role as communication media.

FRIENDSHIP & CO-OPERATION OF EMPLOYEES:

The researcher found that the relations amongst the workers are that of cordial nature. 60.67 percent of the workers perceive the relationship among the fellow workers as cordial. While 28 percent of the workers felt that co-operative relationships are existing among fellow workers.

It seems that most of the workers feel that cordial relationships are existing among the fellow workers in the department concerned. This in general has developed encouraging working atmosphere in the unit.

SUPERVISORY STAFF & EMPLOYEE'S RELATIONS:

In the unit under study the relations between workers and supervisors are satisfactory. Majority of the workers (54 %) felt that the relations are satisfactory. While, 27.34 % of the workers felt that relations are good. Only 18.66 % of the workers felt that the relations between the workers and supervisors can be termed as " cordial ". This reflects positively on the level of maturity and understanding on the part of both parties. This is more remarkable when there is a multy union situation in the unit under study.

B) SUGGESTIONS:

Researcher would like to make the following suggestions which may help develop still better industrial relations in the unit.

1. The management may consider of creating housing facility in the vicinity of the factory. If initiated by the Union leaders such as a scheme be supported by way of making available the necessary finance for it. This can be done at a negligible cost to the management.
2. The scheme for workers education be implemented after having review of it. Suitable time and place for workers will indirectly help in improving, understanding of the concept of workers participation in management.

3. Quality of the food served in the canteen be improved which will help indirectly to make available nutritious food, to the workers.
4. Certain facilities like free or subsidised school for the workers children, amenities for indoor and outdoor games, periodical, health check up may help in solving grievances centred round the issue of wages.
5. The management may consider the provision for transport facilities for workers.
6. There is a need for a seperate doctor with an hospital in the factory.

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