

CHAPTER - 2

REVIEW OF LITERATURE

2.1 INTRODUCTION :

After looking into the details of the village Nerla and the factory Maharashtra Vidyut Upakarane Utpadak Audyogik Sahakari Society Ltd., Nerla, it will be useful to take a review of literature. The problem selected for the study is "A study of the commitment of workers in Maharashtra Vidyut Upakarane Utpadak Audyogik Sahakari Society Ltd., Nerla". On this background, the present Chapter deals with the concept of commitment and review of literature, with special reference to commitment of Indian industrial workers. When a person takes industrial employment on the background of agricultural or other occupations and then if he tries to have acceptance and adjustment to industrial way of life, both with overt actions and norms, the person is said to be committed. The commitment of labour to industrial way of life is required for the best performance and also for economic and industrial development.

2.2 CONCEPT OF COMMITMENT :

The concept of commitment had been dealt both by Western and Indian scholars. According to Moore and Fieldman "Commitment involves both performance and acceptance of behaviour appropriate to an industrial way of life. The concept is thus concerned with overt actions and with norms. The fully committed worker has internalized the norms of the new productive organization and social system".¹ Further Hoselitz views

that, "a person has become committed to a new way of life if he has adjusted his own life expectations to include the new way of life and he does not attempt to return to the old way".² As far as the commitment to industrial work is concerned, the stress is that, when a person takes industrial employment on the background of agricultural or other occupations and then if he tries to have acceptance and adjustment to industrial way of life both with overt actions and norms, then the person is said to be committed. Here the person internalises the norms of the organization and social system of industry.

2.3 COMMITMENT OF INDIAN INDUSTRIAL WORKER :

There are three views regarding the commitment of Indian industrial workers. The first view asserts that Indian workers are uncommitted due to pull of rural society which has prevented the process of absorption of the workers into urban industrial society. The second view claims that workers are partially or semi-committed to industrial employment. The third view mentions that commitment of Indian worker is not a major problem.

2.4 REVIEW OF LITERATURE :

The sociologists have conducted studies on commitment of Indian worker on the basis of a particular city or a particular factory. The review of such studies is made here :

R.D. Lambert³ had studied five factories at Poona. His study is "Workers, Factories, and Social Change in India". Lambert had studied 821 workers out of 4249 in textile, paper, engine, biscuit, and rubber factories. He has dealt with commitment of workers along with other

aspects. On the basis of labour turnover, attraction to factory jobs, attitude to employer, desire to leave the Factory, Lambert comments that workers are fairly committed to industrial work.

N.R. Sheth⁴ has studied engineering factory at Rajnagar in Gujarat. His book is entitled "The Social Framework of an Indian Factory". He has studied 238 out of 810 employees. He has commented about the commitment of workers. His emphasis is on migratory status of the worker and he divided employees into four categories of migrants, permanent resident and semi-permanent migrant, temporary migrant and village based commuter. He has noted that, "the permanent residents and village based workers found no clash of interests between their social obligations and their obligations to the factory. Semi-permanent migrants and temporary migrants were faced with a conflict. However, most of the conflict was contained by social factors".

K.N. Vaid⁵ has studied workers at Kota in Rajasthan in private and public sectors covering small and large units. He has studied commitment along with other items. His study indicates that higher income, higher education and higher skill were associated with employee's superior adjustment (Here commitment has been labelled as adjustment).

In the study of ^{the} textile mills in Kanpur which is based on 1913 workers, V.B. Singh⁶ has studied social background, recruitment, placement, commitment, wage structure, productivity and wage income, indebtedness, savings and education. Thus, commitment is one of the aspects of his study. He found that "for periodic visits to the villages the industrial workers should not be blamed for the lack of commitment

so long as wages and conditions of work are inadequate and the security of employment is questioned, a link with the village is only a form of security umbrella."

B.R. Sharma⁷ has studied 262 workers in automobile plant at Bombay. His book is "The Indian Industrial Worker : Issues in perspectives". He has studied occupational aspirations, company satisfaction, absenteeism, union involvement, alienation, community involvement and commitment. His study suggests that " traditional Indian culture appears to present no serious obstacles to the worker in either accepting factory employment or in becoming committed to industrial work".

A.K. Sengupta⁸ has studied a large factory employing several thousand workers in a new industrial centre in West Bengal. Regarding the commitment of rural and urban workers, Sengupta's study "does not confirm the proposition that permanent urban residence leads to greater commitment. The level of commitment of the rural workers was the same as that of urban workers".

N.G. Panikkar⁹ has studied an automobile factory of a Nationalised Statutory Corporation, situated in the suburbs at Poona, financed and controlled by Government and run on business principles. He has selected 300 out of 1892 persons from technical and non-technical cadres. Out of these 300 persons, 171 were workers. His study shows that commitment of labour in the job and to the sector has shown to be high which was maintained by the high satisfaction with security of service from which all other satisfactions derived.

Mark Holmstrom¹⁰ has studied 4 factories in Public and Private sectors in Bangalore. He has studied 104 workers in these factories. The workers were production conscious and they have accepted production goals of management. The factory work is seen as a career and industrialism as a good way of life.

A.K. Srivastava¹¹ has taken a random sample of 173 workers out of 1129 in 6 selected industrial units in Chandigarh. His conclusion indicates that earlier assumption made by theorists regarding commitment of Indian labour seem to be impressionistic at best. Whenever empirical evidence for these assumptions has been sought, it clearly pointed out that Indian worker like its counterpart in the West, is a logical being and has accepted the industrial way of life. He is not only committed to his work but in many cases he is 'over committed'.

O.P. Gupta's¹² study of "Commitment to work of Industrial Workers" is based on the workers employed in Diesel Locomotive Works, a public sector undertaking based in Varanasi. The diesel locomotive works belongs to Indian Railways. Gupta has interviewed 400 skilled workers out of a universe of 1769 workers. He has studied social background of respondents and commitment to industrial work, factory job, management and participation in management. His findings indicate that workers in public sector industry were highly committed to industrial work and to the job. When there is security of job, inspiration to work, facilities of welfare and opportunity of expression, an industrial worker is more commitment oriented than in the situation, when they may not be available. The Diesel Locomotive Works a public sector undertaking has all the above factors.

The commitment of industrial workers in India has been studied by Western scholars as well as Indian scholars. The studies made by Indian scholars are from different regions and different industries. The studies by Sharma B.R., Sheth N.R., Vaid K.N., Holmstrom Mark, Srivastav A.K., Sengupta A.K., Singh V.B., Panikkar N.G., Gupta O.P. indicates that Indian industrial worker is fully committed to his job and to the industrial way of life.

After looking into the details of review of literature on Indian industrial workers, the methodology adopted for the present study will have to be seen. This has been done in the Chapter 3.

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