

M E T H O D O L O G Y

Selection of Topic and Units of Study :

"India" being wedded to a socialist pattern of society, the functions of personnel management in the new set-up require a re-orientation in the approach of the management, and of the working class and in their outlook and actions. Personnel officers should be aware that they have a greater role in the future advancement of industries and also in making up the machinery of personnel management under itself, both of workers and employers.

Now-a-days industrial relations constitute one of the most delicate and complex problems of modern industrial society. Workers have their unions and employers, their bargaining associations to give a tough fight to each other and establish their powers. Besides Government has played a growing role in industrial relations in part by becoming the employer for millions of workers and in part by regulating working conditions in private employment. Non-fulfilment of many demands of the workers have brought industrial unrest.

The creation and maintenance of good relations between the workers and the management is the basis on which the development of an Industrial Democracy depends. The healthy and orderly industrial relations in an enterprise generate attitudes which procreate progress and stabilise

democratic institutions. Through stability, worker's unions obtain more benefit for their work-force. The Govt. would like stable relations to prevail both for better production and for easier law and order. Hence the study of industrial relations is very important.

Kolhapur is one of the rapidly developing industrial cities in Maharashtra State. As we know, industrial relations play a vital role in the development of any industrial unit, I got interested in studying the role of industrial relations played in Kolhapur Steel Ltd. and Yashwant Iron & Steel Works Ltd. Naturally, the title of my study is, "A Study of Industrial Relations in Selected Iron and Steel Industries in Kolhapur District with Special Reference to Kolhapur Steel Ltd. and Yashwant Iron and Steel Works Ltd.".

Scope and Objectives of the Study :

The concept of industrial relations has a very wide meaning. In its narrow sense, it means that employer-employee relationships. In its broader sense, the concept includes the relationship between employer and employee in the course of the running of an industry and may project itself into spheres which may cover the areas of quality control, marketing, price fixation and disposition of profits. However, due to the time factor involved in the study I have confined

my study to employer-employee relationships only.

Keeping in mind, the scope of the study I have tried-

- 1) To know the nature of labour-management relations in the units under study;
- ii) To know the efforts made by the management to maintain industrial peace;
- iii) To know the causes of disputes if any, and their consequences;
- iv) To know the existing machinery for settlement of industrial disputes in the units under study.

Keeping in view of the above objectives, this study focuses its attention mainly on the following areas of :

- 1) Relationship between the management and the workers.
- 2) Relationship between Union and the management.
- 3) Attitudes of the workers towards the management and management towards the workers.
- 4) General industrial climate.
- 5) Wages earned by the workers.
- 6) Labour Welfare activities.
- 7) Workers' grievance procedure.

Methods used for this study :

- 1) Interview,
- 2) Observation,
- 3) Collection of data : Primary and Secondary.

Preparation of an Interview-Schedule :

Taking into consideration the objectives of the study, I have prepared interview schedules with the help of which I carried out my data collection.

The interview schedules were administered to workers, officers and union leaders. These schedules include the questions demanding information on following areas - Personal data, industrial disputes, settlement of disputes, wage and allowance, grievance settlement procedure, communication media, worker's trade union, worker's participation in management, disciplinary procedure, friendship and co-operation of employees, supervisor's and employers relations.

The interview schedules are so framed that they give all necessary vital information regarding the total picture of industrial relations.

Selection of a Sample and Time :

I have selected the samples of 25 workers for each of the units by using stratified random sampling method.

period of five years from 1980 to 1984 is selected for the study purpose.

Collection of Data :

When I decided to study the industrial relations in Kolhapur Steel Ltd., Shirol (Pulachi) and Yashwant Iron and Steel Works (Shivaji Udyamagar, Kolhapur), I personally approached the General Managers and the Labour Officers of the respective companies and convinced them about the purely academic nature and importance of the study. All of them agreed to give full co-operation and facilities to carry out my research work.

Data collection was carried out during the year 1985. For the selection of sample, I have used the Muster Roll kept in the time office of the factory. With the help of Muster Roll, stratified random sample was selected covering all the departments. Then, I personally contacted the population (i.e. sample) under study and requested to give information sought without fear in the form of questionnaire. Both the employees and union-leaders gave co-operation to carry out my data collection.

Analysis and Interpretation of Data :

The information collected with the help of "Interview

and Observation" is analysed and interpreted with the help of proper statistical techniques.

Lastly, I have drawn certain conclusions on the basis of collected data. I have also made some concrete suggestions to the units which may be helpful to them if practiced.

Limitations of the study :

Since the study is undertaken as a part of the fulfilment of the requirements of the degree course of "Master of Philosophy in Commerce". I have restricted my study to the following two units in the engineering industry in the Kolhapur District.

<u>Name of the Industry</u>	<u>Name of the Industrial Estate</u>
1) Kolhapur Steel Ltd.	MIDC, Shirol (Pulachi)
2) Yashwant Iron and Steel Works Ltd.	Shivaji Udyamagar, Kolhapur.

Further since the dissertation is required to be submitted to the University within a prescribed period of time the period of study is also restricted to five years from 1980 to 1984.

Presentation of data :

On the basis of the information collected and

observed, the entire study is divided into Five Chapters as follows :

Chapter I : This chapter deals with concepts, Importance, Approach and organisation of Industrial Relations.

Chapter II : This chapter presents the historical development of engineering industries in India in general. This also includes the historical development and growth of related units viz. Kolhapur Steel Ltd. and Yashwant Iron and Steel Works Ltd.

Chapter III : This chapter deals with the industrial relation scene in selected units under study.

Chapter IV : This chapter presents statistical tables, their analysis and interpretations.

Chapter V : In this chapter Observations, Conclusions and Suggestions were made.

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