
CHAPTER - VI

Findings and Suggestions

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FINDINGS AND SUGGESTIONS

The present study is about the participation of workers in trade union activities in Hindustan Latex Ltd. Kanagala and Walchand Industries Ltd., Walchandnagar.

Trade union as a combination formed not merely for the purpose of regulating relations between workmen and employers but also between workers and workers for imposing restrictive conditions on the conduct of a trade.

It helps to protect the interest of workers economically, culturally and socially.

This work is succeeded in drawing at least the major outlines of the participation of workers in union activities.

The stress was also provided to the area of union management relations. Related to the establishment of Union, collective bargaining union rivalry, leadership behaviour, membership of the union, treatment of workers towards workers in decision making and union participation in major decision making along with the management.

Objectives of the study -

- 1) To find out the participation of workers in Trade Union activities in related units.
- 2) To find out different trade unions in selected organisations.
- 3) To find out leadership aspect of different trade unions.
- 4) To find out attitude of workers with regard to trade union.

Sample Selection -

The data was collected from 125 respondents from Hindustan Latex Ltd.

and Walchand Industries Ltd. The samples were included 50 members from two unions of HLL and 75 members from three unions of WIL.

6.1 Findings

The findings of the present study based on the data collected by administering the questionnaire were as follows -

1. The first aspect of the study was related to the establishment of the Union. In every organisation the establishment of the Union, with the permission of the management would lead to have a better understanding between union and the management. Majority of the union members of both the units have agreed the union was established with the consent of management.
2. The duration of the workers in union activities in HLL and in WIL is very low. But it is to be agreed that HLL is a new organisation comparing to WIL. So in future more no. of workers participate in union activities. But in WIL due to strike in 1985 leads to the least participation of workers in union activities.
3. The third important aspect is in both the units the members and the union leaders have shown confidence towards union and management.
4. A positive reflection of the members was found about the suggestion of individual members accepted by the union. In HLL both the union members provided 100% response but in WIL only the 100% positive response was provided by the members of Samanvaya Sangh.
5. Functioning of a union without political affiliation was another

statement asked in the questionnaire. It is observed that in WIL the union can get things done without any political affiliation and intervention. But in HLL the members as well as the union leaders disagreed the thing.

6. As regards the loyalty of the union leadership towards union members rather than the management is concerned both the union members in HLL gave the same response. In WIL only the members of Samanvaya Sangh had given positive response and the response from the INTUC members is somewhat negative.
7. The confidence enjoyed by the union leaders from their members was agreeable to the extent of 90% from the leaders of AITUC and CITUC in HLL. Similarly in WIL all the union leaders have provided 100% response about their confidence with members.
8. The Union leaders and members were strongly agreed about their possible improvements in terms and conditions of employment.
9. The members were satisfied about their working of the union and union leaders from both the units.
10. One of the vexing problem is that of intra union rivalry. No doubt there is room for disagreement within the democratic structure of any trade union. With regard to these two units there were not any intra union rivalries.

In conclusion it was found that the leaders as well as the members take active part in union activities, with a confidential approach toward each other.



6.2 Suggestion

The suggestions are based on collected data and interviews.

The following suggestions would definitely improve the participation of workers in union activities, which creates good and healthy atmosphere in industry.

1. Trade union should not work as wing of political party. It leads to multiplicity of unions on plant level. It is therefore necessary to organise trade union on economic interest and not on the political interest.
 2. A special training should be given to union leaders to face the problems of workers and also management.
 3. Trade union should conduct social welfare activities also.
 4. " One union in one Industry" is more advisable. Otherwise each union starts competing with the other to gain supremacy and in this process weakening each other.
 5. The activities of the union members should not be confined only to their demands.
 6. Management should try to settle the disputes arising out of business activity within the organisation and at a limited time.
 7. There should be two way communication between workers and management in every work of organisation to get better result.
 8. Management should not faster the growth of rivalry of trade union.
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9. The formation of joint standing machinery in every unit can avoid industrial conflict, major and minor. Both employees and employers must fully realise that it never pays to quarrel and must recognise the value of response and co-operation.

10. They do take active interest in union activities by attending meetings, taking part in decision making process and other social welfare activities etc.

6.3 Scope for future study

1. The trade union participation studies are largely depending upon techniques of collecting information through questionnaire. Probably methodologically speaking this method may not yield a comprehensive analysis because many union members and leaders are semi-literate. To overcome this problem an observation technique will be most useful one. Such studies should be encouraged.
2. Appropriate possible systematic technique should be applied in developing a scale in union participation. A future researcher can undertake such studies.
3. The researcher should also undertake the studies about the non union members, their causes and consequences.
