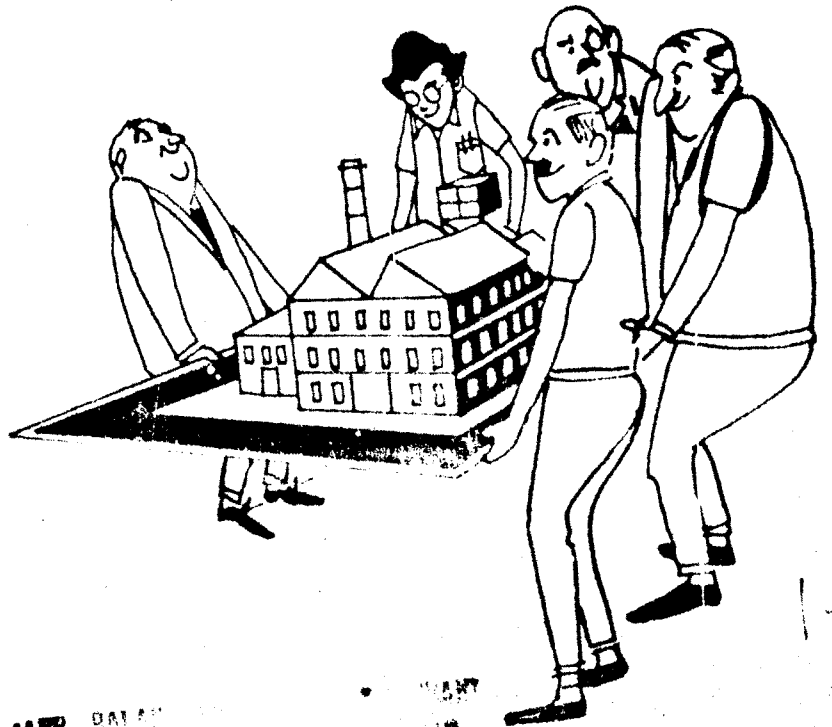


Chapter-I

All
together



WARR. BOARD
ON 19/01/2018

: CHAPTER-I :

I N T R O D U C T I O N

- i) Introduction**
- ii) Objects of the study**
- iii) Scope of the study**
- iv) Methodology**
- v) Chapter Scheme.**

INTRODUCTION :

Industrialisation is inescapable. There is no choice in this matter to-day. The benefits of industrialisation are well known, together with all its concomitant ills & demoralising effects on mankind. However, industrial development in virgin countries is not a revolution in the economic field alone, but starts off a social upheaval. The change-over is not a natural evolutionary principle but a man-made rebuilding of social structures. Basically the problems are the same all over the world & only in certain details are affected by local conditions or their variations.

Industry is now mostly on a massive scale & becomes impersonal giving feeling of lack of personal contact & absence of a personal stake. In most industries the remoteness of the worker from the endproduct, removes all the pride & prestige of craftsmen. A conglomeration of circumstances produces an urge in the worker to readily combine with any forces of protest & focus attention back to his individual status.

The problem of industrial relations confronting the society, broadly speaking, arise with & from the divorce of the workers from the ownership of the instruments & materials of production. While the workers

became wage earners, their employers have become the owners of the instruments & materials of production & of the product. The sense of deprivation resulting from loss of independence can be compensated only by a realisation of partnership in a greater enterprise—a realisation which may not only be a matter of monetary reward but which is primarily a matter of the spirit, it is a question of human dignity.

An Industrial organisation may be regarded as performing two major functions, that of producing a product & that of creating & distributing satisfactions among individual members of the organization. The first function is ordinarily called economic while the second is variously defined as maintaining employee relations, employee goodwill, co-operation, etc; producing an article on profit & maintaining good employee relations are frequently regarded as anti-thetical propositions. However, the two are interrelated & interdependent. The kind of organisation obtaining within a concern in which individuals & groups through working together satisfy their own desires, is intimately related to the effectiveness of the total organisation. It is therefore, increasingly felt desirable & necessary that greater attention comparable

to that given to the economic function of industrial organisation be paid to the social organisation of industrial enterprise. The social organisation of industrial enterprise is constituted by the patterns of relations, together with the objects which symbolize them, formed among members of an industrial plant executives, technical specialists, supervisors, factory workers interacting daily with one another & from their association. Most of individuals who live among these patterns come to accept them as obvious & necessary truths & to react as they dictate. Both, the kind of behaviour that is expected of a person & the kind of behaviour he can expect from others are prescribed by these patterns. The development of the skills & techniques for securing co-operation, i.e. for getting individuals & groups of individuals in an industrial organisation working together effectively & with satisfaction to themselves is of utmost significance.

Now-a-days in this rapid moving world, industrialization is spreading & improving all over the world. After The Industrial Revolution industry has become the heart of all country's economy.

Men, material, money & machinery are the four sources of any industry. Men are one of the important factors of industry. With this factor material, money,

& machinery can be operated efficiently. Without man-power industry is like a vehicle without wheels. So the study of human factor in industry is very important.

Again growing complexity & instability of labour relations is a matter of serious concern not only to the government & managers of business enterprises, but also to an average citizen whose hopes & aspirations to attain a decent standard of living, significantly depend on peace in the operation of the industrial system. Industrial peace, in turn, depends largely on the quality of relations ~~between~~ between labour and management. These relations also exercise significant influence in determining the efficiency & effectiveness of business enterprises. The government also feels legitimately concerned with these relationships as it has the responsibility not only of maintaining law & order but also of acting in terms of the Constitutional Directives to promote economic development with a view to ensuring, inter alia, adequate standard of living, gainful employment & equality of opportunity to the whole citizenry. Despite this significance of labour relations to individual aspirations, managerial efficiency & effectiveness, economic growth, & national peace & prosperity, the

situation confronting is one increasingly large number of cases of break-down of peaceful relations between labour & management.

The problem that looms large before the parties to labour relations the unions, the management & the government - is to devise ways & means of ensuring a co-operative & mutually satisfying relationship between labour & management. In this relationship, the government is the "third party" which is primarily concerned with setting minimum terms & conditions of employment & employment relationships. Besides this, the government steps in the realm of labour relations to the extent that it finds it essential to restore industrial peace once it breaks down. The Government's role is thus defined by the degree & direction of the failure of unions & management to respond to national goals & to regulate themselves their mutual relations. Thus the primary responsibility for maintaining effective labour management relations lies with labour on the one hand & management on the other.

Viewed from this angle, much of the debate over legislative measures to regulate labour relations through compulsory union recognition or prohibiting strikes in essential industries, or scrapping compulsory adjudication & permitting strikes, etc. appears to loose

much of its significance. Satisfactory relations between any two or more parties cannot be achieved through legislations. All that the government can do is to provide a broad framework of labour relations policies congruent with national goals but the operational relations between labour & management have to be developed & maintained by the parties concerned. Thus, the most important condition for mutually satisfying relations between labour & management is the will & capacity of the two parties to develop mutually acceptable norms of behaviour & terms & conditions of employment & employment relations. Labour & management, being in an interdependent & interacting relationship, can best attain their respective goals by developing & pursuing mutually acceptable goals or through "goal congruence". This calls for a significant change in attitudes of both the management & labour. Management must take into account labour needs for survival, growth & stability while setting its goals & adopting & implementing strategies & policies for the attainment of these goals. A similar approach is needed on the part of the labours. Until this change in managerial & labour strategy & policy occurs, industrial peace & efficiency will remain an illusion.

(2) OBJECTS OF THE STUDY :

The following are the objects of the study.

- (1) To study the present position of the welfare facilities such as canteen, restroom, accident prevention, health & safety etc.
- (2) To understand the existing problems in the all activities.
- (3) To understand the view points of the workers, staff & supervisors regarding the welfare activities in their unit.
- (4) To suggest possible solutions for improving existing systems.

(3) SCOPE OF THE STUDY :

The scope of the study is limited to Yashwant Iron & Steel Works Ltd, Kolhapur.

(4) METHODOLOGY :

The investigation in 'Yashwant Iron & Steel Works Ltd, Kolhapur was undertaken with the intention to secure required information about labour welfare practices & the opinion of the workers & officers toward, welfare through interviews of workers & officers. The information about the subject is also obtained through various books, records & files. Then the interviews of the workers & officers were also taken to collect the data.



The study was divided into the following phases -

- (1) Collection of background information about the welfare facilities through discussion with the personnel officer.
- (2) Collection of various records, statements sheets relating to the welfare facilities.
- (3) Preparation of questionnaire, observation & interview schedule etc.
- (4) Personal observation through visiting groups of workers.
- (5) Personal interviews of the personnel & welfare officers.
- (6) On the spot study of the various welfare facilities.
- (7) Drafting of the report after detailed discussion of the notes taken in the course of interviews.

: CHAPTER SCHEME :

The present project has been divided in the following chapters.

- CHAPTER-I :**
- 1) Introduction
 - 2) Objects of the study
 - 3) Scope of the study
 - 4) Methodology.

CHAPTER-II : Concept, Nature, Need & Scope of Welfare.

This chapter deals with the nature, scope, Welfare State, India as a welfare state, various agencies of welfare work.

CHAPTER-III: "Profile of the Company"

This chapter gives the general idea about the company viz; its capital structure, organization chart, products, development. etc.

CHAPTER-IV : "Welfare amenities in the company"

This chapter deals with the present position of the welfare facilities such as canteen, rest room, accident prevention, health & safety. It also helps to under-

-ii-

-stand the existing problems in the all welfare activities.

CHAPTER-V : "Analysis & Interpretation of Data"

This chapter deals with verification of data, scrutiny processing & analysis of data.

CHAPTER-VI : "Observation & Suggestions"

This chapter deals with certain observations that are made during the project training period & the suggestions based on these observations.

Questionnaire.

Bibliography.

.....