

CHAPTER - 6

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A harmonious employer - employee relationship is essential for the effective function of the moped industries. Since moped industries consist of group of human beings, each of whom is activated by varying motives, no moped administration can fulfill its obligation if it is not supported by the employees at all levels. The success of moped industries depends on the enthusiasm and ability of all categories of its employees, managers, book-keepers and other skilled and unskilled workers.

6.1 Historic background of labour - management relations in moped industries:-

In earlier years, the belief was that the moped industry belonged to the working class and, therefore, they should have been working conditions for their employee. S. L. Goel and B. B. Goel rightly observed "There was no problem of employer - employee relations in the earliest.

Later as moped industries expanded in size & diversity it became difficult for manager by themselves.

But later, it is realised that industrial peace & harmonious relations could not come spontaneously but had to be established with the help of Trade Union. The main reason

for such a change in preception and behaviour is because the Wage & Service condition of employees in of moped industries lagged behind their counter parts in public sector.

Thus, the workers union have now come to be developed in moped industries.

6.2 Unions in the KEL :

Employee's unions are necessary and can be a contributory force in KEL. After all unions are the mediators who bridge the gap between the employer and the employees.

A good employee's union will play vital role in securing fast growth by keeping workforce Co-operative to contribute their best for organisation. However, it was observed that, KEL had only on worker's union named 'Bharatiya Kamgar Sena'. There are not found that trade union for engineer & managers at level.

Therefore, there is a single union for workers which was sound & active employee union in KEL.

6.3 Employee's Union Their Affiliation & Membership :

It has been found that 'Bharatiya Kamgar Sena' was not affiliated to any national trade union. Management attitude towards employee union was indifferent. It was observed that there was no dearth of membership, where employee's union existed. Majority of workers of KEL were members of their union.

6.4 Reasons Of Unpopularity Of Unionism in KEL :

Unionism is unpopular in KEL due to the following reasons :

1. Unfavourable attitude of management.
2. Small size of KEL organisation.
3. Personal relations with organisation.
4. Quick settlement of grievance through open door policy.
5. Conflict for Union Leadership.

It was observed that main hurdles in the development of idea of trade unionism among KEL was traditional & conservative attitude adopted by KEL management. Because no management want to see that their employees get organised became strong. In this context, Vikram rightly states " Management in India are not known for taking kindly to Unionism. Management see that those who are active in the trade unions are got rid of it in one way or other."

6.5 Member Involvement In Union Activities :

Union depends upon involvement of members in union activities such as attending regular unions meetings taking part in discussion, voting in selection & paying regular subscription. In order to study member involvement in Union activities the respondents were asked the question " Did you ever come in contact with the Union leaders ? " If yes, how often ?

a] very often b] often c] rarely. In response to this question, respondents were expressed their different views in respect of involvement.

It is observed that most of workers were very often attending union meetings where a very few number of members of workers were not attending union meeting very oftenly.

Similarly they expressed that majority members often participated in union meetings and activities.

In this study, it was revealed that very few respondents were not active participants in Union activities. It is good sign for the development of employee's unions.

6.6 Employees Opinion About The Helpfulness Of Union

Leaders :

Effective and helpfulness leadership is of prime importance for employee's union. The management's view - point, everywhere & for all times, the employee union lacks an effective & genuine leadership. They allege that the union leaders are self-centred, their sole objective is to grind their own axe. On the other hand, employees seem to be quite optimistic about their leadership, as is evident from their replies to the relevant question " Do you think that your Union leaders are helpful to you ?".

As analysis of the employees perception, it confirms that Union leaders were not self-centered. That is why 79% of the respondents felt that the Union leaders were 'helpful' to them. 9 percent of total respondent said that the Union leaders were not so helpful, while 8% respondents did not make any comment. However, 2% of respondent said that leaders exist only for name sake.

Union leaders were very useful for the solution of individual as well as collective problem.

6.7 Employee' Participation In Strike:

Existence of Employees' union depend not only having large number of members but upon their active participation in strike and wholehearted support to the calls of their union leaders. Aspect of employee's participation in strike was considered in the study and respondent were asked relevant question.

Replies of the respondents is observed that 60% of workers & 33% of peon were participation in strike was larger. There was only one strike occurred in this organisation. The employee's union made a agreement with management were wages, bonus, allowance promotions etc. It was further observe that there had never been any over conflict between employee's union and management of KEL organisation. In this sense, there was harmony between the employees' Union and Management of KEL under study.

6.8 EMPLOYER - EMPLOYEE RELATIONS AFTER STRIKE:-

Enquiry was also made during the study about the percentage of employees on employee - management relations after the strike.

Employees relations are as follows :

An analysis of data collected reveals that 65% of the respondents felt that employee-management relations were and 13% of respondents perceived labour-management relations to have stabilised after the strike, while in the opinion of 16% of employees, there was no change in relations. However, 6% of employees said that employee-management relations had deteriorated after the strike.

Thus, most of employees expressed the views that employee-management relations had not deteriorated after the strike.

6.9 Employees Union From Management Point Of View:

Maintenance of good industrial relations depends upon the attitude of management towards employee' Unions. Generally, management's attitude towards employee's union is therefore, of almost importance. In view of this, few questions were asked to the management to express their the opinion about employee's union.

It was observed that KEL management had good opinion about employees. Unions not only this, instead of strike, management of KEL had good opinion about union leaders. Management of KEL had been taken into condendance union leaders while taking decisions regarding well beings of workers.

Many times union leaders co-operated to management in solving the problems of workers without arising conflict.

The above study brings to light the fact that there is a little gap in the perception between the management & the employees. There is an imperative need to bridge this gap. It will help to develop mutual respect & understanding for each other which is pre-condition for harmonious employer-employee relation in KEL. This calls for a change in the attitude of the management. Which should try to understand the human behaviour through employee's perception. The management should not only show a systematic and helpful attitude, but should also give a patient hearing to their grievance. At the same time employee should considers KEL as their organisation & adopt constitutional methods for the redressal of their grievances.