

**CHAPTER IV**

**FINDINGS AND SUGGESTIONS**

## CHAPTER - V

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#### FINDINGS AND CONCLUSIONS :

1. It was observed during the course of their study that the industrial relations are largely determined on the basis of satisfaction of the workers. The workers in the organisation if they are paid well and if they are provided with better working facilities, recognitions in the organisation, participation in management, good treatment. In short if the workers in the organisation are satisfied industrial relations would be good and vice-versa.
2. It was observed that majority of the workers are not satisfied with the salary and they receive. Salary is an economic factor helpful to maintain sound human relations.
3. It was observed during the study that industrial climate of company is to more extent satisfactory because, majority of the workers is expressed their opinion which are in favourable from view point of industrial relations.
4. Drinking water facility provided by the organisation is very good.
5. With the first-aid provision in the organisation it was observed that workers are to some extent unsatisfied.
6. It was observed that during the study that majority of the workers are unhappy with self development i.e. status, recognition and self accomplishment.

- 7 Majority of the workers is prefer job security because from view point of survival of workers which adds in maintaining sound human relations.
- 8 It was observed that workers are not allowed to meet their concerned authority personally to solve their problems.
- 9 Large group of workers feel that grievance and suggestion counter is essential.
- 10 It was observed during the course that the scheme of workers participation in management is not adopted by the organisation.
11. It was observed that the Housing facility is not provided by the management.

#### SUGGESTIONS :

1. Every worker wants to fulfil their needs satisfactory, they can not fulfil needs without economic satisfaction of salary which workers receive is an important factor to maintain good human relations. Majority of the workers is unhappy with the salary they receive. It is not that salary is low paid by the organisation but it is necessary to revise pay scale if it is possible.
2. Good industrial climate is essential for maintaining the sound human relations therefore, it is necessary to improve the industrial climate in the sense that company should be more human centered.

3. The provision of good welfare facilities are necessary to maintain pleasuredness of workers so company should be provide enough labour welfare facilities to the workers.
- 4 Self development is the base of maintaining sound human relations therefore, it is essential to make provision or to adopt the best policy regarding status, recognition and self accomplishment of the workers.
- 5 Job security is preferred by the workers other than economic and non economic facilities, company should adopt suitable policy regarding the job security.
- 6 Solving of the problems of the workers is the responsibility of the executives and the management, but some workers feel that they are not allowed to meet their concerned authority personally regarding the problems. Management should concerntrate on this point and must allowed to every employee to discuss with their concerned authority personally.
- 7 Workers participation in management is soul of modern management without taking into confidence and giving an opportunity to participate the workers in decision making and any other activities of the organisation, the workers are not motivated and do not keep relations with pears executives.