

CHAPTER - VII

-:-

CONCLUSIONS AND SUGGESTIONS

-:-

=====

This chapter deals with the conclusions and suggestions made to improve the working of the trade unions in Maharashtra State Transport Corporation, Kolhapur Division. Suggestions will also enable the management to take necessary steps in order to maintain harmonious relations with workers and their organisations.

1. Table 6.20, indicates that 22 workers answered negatively when they were asked about welfare facilities provided by Maharashtra State Road Transport Corporation. Besides, the number of employees responded vary from a particular item of facility to another i.e. 148 workers responded that they get free pass facility, whereas 78 workers said that they get restroom facility. Fact is that, similar facilities are provided to all workers. With these inferences it is concluded that some of the workers are not aware about the facilities provided to them.

Considering the above fact it is suggested that all the workers should be made aware about the welfare facilities provided to them by both, trade unions as well as management.

2. It is observed that only two unions INTUC and Kamgar Sanghatana are undertaking few labour welfare activities i.e. medical facility and Rs.500/- financial help to the family members of the union member on account of expiry on the job. Various fields in labour welfare are open but trade unions are not coming forth to undertake the same.

It is suggested that trade unions are not merely the organisations made for collecting the subscriptions from the workers but they should provide more welfare facilities at their own.

3. Table 6.25, shows that three union leaders opted that they improve/increase the wages and salaries by improving the marginal productivity of workers, others said that they do this through active participation in collective bargaining and thereby controlling the wage determination process. From this the researcher concludes that most of the unions are interested in adopting pressure tactics in wage determination.

It is suggested that passenger transport business is directly related to public. If trade unions are adopting pressure tactics to increase the wages and salaries, fare increase is inevitable. In order to avoid this situation trade unions should try to increase wages and salaries by improving marginal productivity of workers accompanied by active participation in collective bargaining.

4. Table 6.26, gives an idea about measures undertaken by the trade unions to increase the income of M.S.R.T.C. without increasing the fare. It is concluded that instead of motivating the workers to use new techniques and to maintain better relations unions are emphasising more on the things which are not directly under their control.

It is suggested that the trade unions should try to motivate the workers to use new techniques and to maintain better relations, in order to crease the income of M.S.R.T.C. without increasing the fare.

5. It is observed that, 12 union leaders said that they have been suggesting the management to control the clandestine operations and to try to abolish the present road tax. It is a matter of serious concern as far as income of M.S.R.T.C. is concerned.

It is suggested that the management should take concrete and firm steps to control the clandestine operations in the field of passenger transport. Management should also try to abolish the present road tax (17.5 paise per rupee) charged by the government, placing the fact before government that M.S.R.T.C. is a public corporation.

6. Table 6.27, indicates the measures undertaken by the unions to maintain discipline among the members. Seven union leaders opined that they use to arrange annual sessions for this purpose. It is observed that annual sessions encourage indiscipline rather than maintaining discipline.

It is suggested that the trade union should conduct members orientation programmes frequently at various levels; accompanied by code of discipline.

7. During survey work it is observed that the union leaders at state and division levels (particularly Gen. Secretary) are well studied. But the union leaders at depot level are not well studied about the problems of workers, management and rules and regulations. Some managerial personnel opined that the union leaders are not aware about the practical difficulties.

It is suggested that the trade unions should organise training programmes to train their leaders at various levels to enable them to face problems of workers and management.

8. It is observed that although 86% employees are happy with the election procedure of the union leaders, during informal discussion they said that leaders are elected unanimously and not by secret ballot.

It is suggested that the union leaders should be elected by secret ballot.

9. During survey work, it is experienced that majority of union leaders were unable to provide exact information about membership, financial position, various activities undertaken etc.

It is suggested that trade unions should maintain detail record of all the aspects which should be accessible to every member of the union.

10. It is observed that there is rivalry among the unions working in Kolhapur Division. It badly affects the workers as well as the management. In some cases management promotes the rivalry.

The trade unions should try to minimise the intra-union rivalry by limiting it to principle basis.

11. Out of 20 union leaders 13 said that although their demands are reasonable, management does not accept it. Management uses the technique of "teaming and leading" for this purpose.

It is suggested that if demands are reasonable management should think over it promptly, to avoid further complications.

12. During the survey, managerial personnel were asked about possibility of one union in M.S.R.T.C. Table 6.33 reveals that 8 respondents opined that there should not be one union in M.S.R.T.C. From this it is concluded that management for its short term benefits does not want one union in M.S.R.T.C.

It is suggested that management should convince the union leaders of various unions to form one union by using secret ballot. Some unions are ready for this suggestion to implement.

13. Table 6.34, shows that 4 managerial personnel suggested that in order to improve union-management relations joint meetings

at various levels should be conducted frequently. At present such meetings are held at divisional, regional and state level. No joint meetings are held at depot level.

It is suggested that in order to solve the problems at depot level, joint meetings of union and management should be held once in a month.

14. It is clear that with few exceptions unions are influenced by political parties. Political parties use the strength of the unions for their interests and not for the interests of the workers.

It is suggested that union should not work as a wing of any political party, it should work only for workers and not for the political party. To develop the image of the union it is necessary to develop a congenial environment and work for the harmony of the workers rather than indulging with the political parties.

15. It is observed that, trade unions in Kolhapur Division are not ready to accept any change in the duty schedule of the employees. Which results in increasing productivity.

It is suggested that for increasing the productivity of workers trade unions should work as a change agent between workers and management.