

P r e f a c e

Industrialisation plays a very important role in the economic development of India. Industrialisation is the only hope of countries like India where poverty, malnutrition and unemployment prevail on a large scale. In India, for industrialisation and economic development, we have adopted the method of planning. Our basic problem is the limited financial and technical resources and unlimited needs, considering the size of population and its expectations. Thus we have to develop our resources, both physical and human, to provide a steady, balanced and diversified industrial base, so that the rate of economic development can be accelerated.

The cotton textile industry, the oldest industry in India, helps a lot from the point view of the fulfilment of the basic needs of the people to provide income to many by creating employment and earning foreign exchange too.

The changing policy of the Government, which includes the protection and development of the home industries has made it essential to increase the productivity and total production of this industry. Now-a-days increasing industrial disputes have proved to be a bone of contention of reduction in the rate of production and increase in the cost of production and so it becomes difficult for the industry to face international competition. So industrial peace is essential (among other things) if the industry is to survive and prosper.

Sickness in some of the units of this industry is due to various reasons like financial handicaps, managerial inefficiency, negligence, obsolete machinery, inadequate supervision, mediocre marketing arrangements, surplus labour force, poor industrial relations etc.

From this point of view, Marathe Textile Mills, Miraj, I believe can be well known for industrial peace in the premises of the Sangli district. The Marathe Textile Mills has very well maintained industrial peace compared to many other textile units. It is the purpose of my research project to study the overall situation in the Marathe Textile Mills, Miraj, with special reference to the industrial peace therein. This study will generally include information about recruitment and selection, training, transfer, promotions, retirement benefits, workers' co-operative credit society, personnel record, rationalisation and modernisation, discipline and grievance procedure, wages, welfare activities, workers' participation in management, union and management co-operation etc. in Marathe Textile Mills, Miraj.