

C H A P T E R VIMANAGEMENT AND WORKERS RELATIONS INSHRI DUDHAGANGA VEDGANGA SAHAKARI SAKHAR KARKHANA LTD. BIDRIINTRODUCTION:

If there are not good relations between the Management and the workers, it has effected on the Management, workers, public workers have to bear physical mental and economic tension. So there should be good as well as co-operative relations between management and the workers.

The worker in a factory is related to many persons directly or indirectly and he develops typical attitudes towards fellow-workers, supervisors and management.

The industry is a social organization and it can be said that " most social organizations have a collective task. The activities of individual members are combined and co-ordinated so as perform the task. The way in which this is done is known as the work flow system. The work flow creates a certain pattern of interaction between those working on it.

Whenever there is interaction between persons, the social relations is bound to develop since a social

relation is any situation involving two or more interacting persons.

There are two types of relations viz. (1) Formal social relationships and (2) Informal social relationship developed in any organization.

The role of management become very important. Management of co-operative sugar factories on the whole aims at bringing about an economic change which can be powerful for human betterment and social justice. Since it has to operate within the framework of an organization, it has to secure orderly arrangement of group effort. To provide unity of action in pursuit of a economic purpose.

6.1 MANAGEMENT-WORKER RELATIONS:

The worker is having relations with management. The worker and management relations are based on the higher lower status level relation. The workers have to approach the management which is the highest authority in factory organization.

Thus the workers are having contacts with management. These contacts are few because the management has got the highest authority and status in the factory.

But great importance has been attached to worker-management relations because " communication is now being increasingly recognized the most important tool of management for promoting co-operative attitudes in employees and inculcating in them a sense of team spirit. Communication should function as a two way process where by information is passed on to workers and similarly information about the progress of work and other significant occurrences is passed to management".

Therefore, attempts here is being made to see how far communication prevailed between workers and the management in regard to the worker.

The worker-management relations are being analyzed on the basis whether worker meet management reasons for contacts meet, and whether the management is giving co-operation at the time of social gatherings.

The data regarding worker contacts with the management has been collected and tabulated in the following table No.6.1.

TABLE NO.6.1

Distribution of Workers According to Contact
with the Management

Sr.No.	Worker contact with	No.of Respondents	%	Total
1.	Yes (Worker's Contact with the Management.)	29	58 %	29
2.	No (No contact with the Management.)	21	42 %	21
		50	100 %	50

From this table it is quite obvious that the majority of the workers i.e. 56 % were having contacts with the management for different reasons. Only 42 % of the workers were not having contacts with the management.

6.2 REASONS FOR CONTACT WITH THE MANAGEMENT:

Majority of the workers have to contact with the management for different reasons which includes their private reason. Problems of workers, and promotions. These were the reasons for contact with the management. The data is presented in the table No.6.2, regarding reasons for contact with the management.

TABLE NO.6.2

Distribution of Workers According to Reasons
for Contact with the Management

Sr.No.	Reasons for Contact with the Management.	No.of Respondent	%	Total
1)	Private reasons.	6	12 %	6
2)	Public (Sport & Festival)	6	12 %	6
3)	Problems of workers.	11	22 %	11
4)	Promotion.	4	8 %	4
5)	Not told	2	4 %	2
6)	Not contact with Management.	21	42 %	21
Total		50	100 %	50

42 % of the respondent that they had not contact with the management. The above table clearly indicate that the 12 % of the workers was having contact with the management for the private reasons. It can be explained that private reasons are mainly the workers go to meet management with reference to advance, loans. 12 % of the workers were contact with management for public reasons festival and sport reasons. 22 % of the workers were having contacts with the management. It can be explained that problem of workers are mainly including increments

and other work. 8 % of the workers have approached management about their promotions.

6.3 CO-OPERATION OF MANAGEMENT FOR FESTIVAL & SPORTS:

Different festivals like Shivajayanti, Ambedkar Jayanti, Independence and Republic Day, are celebrated at the factory. Management has been giving co-operation for celebrating festivals.

The activities in sports are also carried out and management has given co-operation in this regard also.

Ganesh festival is celebrated for 10 days. Other festivals are celebrated one day and sports are carried out for 3 to 5 days. Management and trade union takes active part in these activities for Ganesh festival, every one contributes his one day pay and equal amount is contributed by the management to make the festival more rejoicing and joyful. Filmshows, drama and Bhajan-Kirtan and various sports activities are carried out during this period. The data was collected regarding whether the management give co-operation at that time of social gathering like festival and sports.

REFERENCE

1. Shintre, V.P., " A Study of Communication Between Management and Employees ", Indian Journal of Social Work, Vol.XXXII, No.3, Oct.1967, p.329.

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