

**Chapter – V**

**SOCIAL RELATION IN SUT GIRNI**

## CHAPTER NO. V

### SOCIAL RELATIONS IN SUT GIRNI

The data representing social relations at work have been analyzed by asking to the workers about his relations with fellow workers, supervisors and the management. The individual worker in Girni was asked what type of relations he was having with there co-workers. The responses were classified as having,

1. Relations only for work at the Girni level.
2. Relations which are friendly and Co- operative.

The first type of relations can be termed as formal relations because they are concerned only with work. The second type of friendly and co-operative relations can be termed as informal relations.

#### 5.1. Worker –Worker Relations :-

The data on relations with workers are shown in

**Table, No. 5.1**

**Distribution of workers according to their Relations with workers.**

Nature of Relations	No of Workers	Percentage
Informal Relation	66	94.28
Formal Relation	04	5.71

From this table it is clear that majority of the workers were having informal relations with other workers, apart from work,

They were having friendly and co-operative relations both in the Girni and outside the Girni.

The attitude of the workers to other workers is found friendly, the relation between workers and co-workers are quite cordial. The workers

of this Girni are young and these groups of young workers have good relationship. They help each others in unavoidable circumstances not only at the work place but also in private life. Each worker thinks about others as friend and thus they are friends of each other. It means that relation between worker and co-workers are friendly.

## **5.2 Workers-Supervisor Relation:-**

Apart from the workers relation to their fellow workers, they have to work under the supervision of the higher authorities. These immediate authorities can be termed as supervisor. In the structure of industrial bureaucracy which consists of highest authority at the top and worker at the bottom, there is usually any intermediate position of supervisor between the workers and the top management.

Thus the supervisor represents labour management and management to labour and consequently he has been held as the marginal man. The man in the middle. Thus he is at the point where management and labour meet. The important role is being played by supervisor in the modern industries because with the large work force in an organization it is very difficult to maintain neatly relation between management and workers in such situation the relations between the two have to be mediated through the supervisors.

Since the workers have direct contact only with the supervisor. They play an important role in the relationship between workers and management.

On this background the responses of workers in Girni regarding their relations with supervisor are shown in table No. 5.2

**Table No. 5.2**  
**Distribution of workers according to their**  
**Relations with Supervisors**

<b>Nature of Relations</b>	<b>No. of Workers</b>	<b>Percentage</b>
Informal Relation	65	92.85
Formal Relation	05	7.14

Form this table it is clear that majority of the workers had informal relation with supervisor. The general trend among the workers in Girni indicates that there are informal relations with their Supervisors. The attitude of the supervisors towards their workers is observed as task master. Supervisors are also treating the workers as friends and the workers are giving respect to their respective supervisor. Supervisors are also sympathetic about the workers as a whole.

### **5.3 Management - Workers Relations:**

The worker is having relations with the management apart from relations with his co-workers and supervisors. The worker-worker relations are based on the same status and the worker-supervisor relations are based on the higher, lower status level of relations.

Both these type of relations are at the shop floor level. Apart from these, the workers have to approach the management, which is the highest authority in industrial organisation.

The great importance has been attached to worker-management relations because communication is now being increasingly recognized the most important tools of management for promoting Co-operative attitudes in employees. For inculcating the sense of team spirit, communication should function as a two way process whereby

information is passed on to workers and similarly information about the progress of work and other significant occurrence is passed to management.

The workers management relations are being analyzed on the basis of worker meet management, whether the management is free and frank at the time of social gathering.

The data is presented in table No. 5.3 regarding whether the workers meet management.

**Table No.5.3**  
**Distribution of workers according to their meeting relations with management.**

<b>Meeting Relation</b>	<b>No. of workers</b>	<b>Percentage</b>
Yes	66	94.28
No	4	5.71
Total	70	99.99

From this table it is clear that the majority of the workers were having meeting relations with their management. Workers have given their opinion that management was treating them as human beings because management has good attitude. Management is not looking at them just as working hands, but looking as friends.

The management was free and frank at the time of social gatherings like festivals and sports. The majority of workers thought that their management was free and frank at the time of social gatherings.

Sut Girni has arranged to celebrate the national holidays, such as Independence Day, Republic Day etc Girni also celebrates, the religious festivals such as Ganapati Ustav, Shiv Jayanti and Dasara Day, which is the foundation day of the Sut Girni, On these days Board of directors of Girni participates frankly with workers.

In general the present position of management-workers relation in Sut Girni was satisfactory and cordial. The Workers of Sut Girni were satisfied with their present job as well as working condition of the Sut Girni. The management provides maximum welfare facilities to the workers.

So the relation between management and the workers, relation between worker and co-worker and supervisors were satisfactory and cordial.