

Chapter – II

REVIEW OF LITERATURE

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2.1 Introduction:-

Management labour relations plays vital role in the smooth running of the industry. The industrial harmony is indispensable when a country plans to make progress. It means that economic and especially social progress is bound up with the good management - labour relations which expects more and more Co-operation from the partners of production i.e.- Management on the one hand and labour on the other.

On this background the topic for M.Phil. dissertation is decided as, "Industrial Workers And Their Relations In Sagarshwar Sahakari Sut Girmi Ltd., Kadegaon, Dist. Sangli: A Sociological Study."

2.2 Review of Literature:-

This section reviews literature on management labour relations available from M.Phil. Dissertation / Ph.D. thesis.

2.3 Mr.G.A. Sonapethkar has submitted M.Phil. Dissertation in June-1984. The title of dissertation is "Inter Relationship between Management and Worker's In Dudhaganga-Vedganga Sahakari Sakhar Karkhana Ltd. Bidri, A sociological study." The researcher has adopted by random sampling method 10% of total workers, were covered under study. The total workers were 500. The researcher has collected primary data with the help of interview schedule.

The findings were as Follows:-

If there are not good relations between the management and the workers, it has affected on the management, workers have to bear

physical, mental and economic tensions, so there should be good as well as co-operative relations between management and the workers.

Management of co-operative factories on the whole aim at bringing about economic change which can be powerful for human betterment and social justice. The worker and management relations are based on higher, lower status level.

The suggestions in the dissertation were:-

- 1) The majority of the worker's suggested regarding canteen facility:
 - a) Separate room for lunch.
 - b) Cleanliness must be maintained in canteen.
 - c) The food in canteen should be provided on cheap rate.
- 2) Workers suggested that Talim centre should be opened on factory campus. Cinema, Tamasha, Kirthan, Bhajan activities should be performed once in a month.
- 3) All kinds of food items or material should be available in the shop and sufficient food items, should be provided to each worker.
- 4) The first - Aid box should be provided in each department and X-ray facility should be made available in the hospital and free medical facility should be provided to the workers family.
- 5) The rest room should be kept clean, water should be made available in the rest room. There should be separate rooms with attached toilets in the rest room.

2.4 Dr. R.B. Patil has submitted his Ph. D. thesis in October – 1982. The title of Ph.D. thesis is “Industrial Labour in Ichalkarnji: A Sociological Study”.

One of his chapter deals with social relations. This includes. Worker - Worker relations, and Worker-Supervisor relations and, Worker- Management relations. The design of sampling included selection of the industries in and around Ichalkaranji , then selection of units in these industries and at the last coming down to the selection of individuals from these units for the detailed interview of 302 workers from textile, sugar and engineering industry were covered under the study.

His findings were as follows:-

The workers in Ichalkaranji are recruited mainly through relatives, friends and manager, owner directors in present factory. This channel of recruitment can create certain close relations with their co-worker and management. Industrial workers are having informal relation with their co-workers. Majority of the workers have developed friend circle and their work place.

Apart from these social relations, the workers are having financial relations among them. The workers are having good relations both from social and financial points of view.

Apart from these relations with the co-worker, the workers do possess informal relation with their supervisors. The workers are having good relations, with their supervisors so far as informal social relations, financial assistance and considerate reaction at fault are concerned.

Apart from the workers relations with their co-workers and supervisors, they do meet the management for their personal reasons. These workers feel that management people are free and frank at the time of social gathering.

2.5 Mr. V.V. Bhosale has submitted M. Phil. Dissertation in 1984. The title of his dissertation is “Management-Labour Relations in Hindustan Gears Pvt. Ltd. Oglewadi.” The workers were selected by random sampling 25% of the total workers were covered under study .The total workers of industry were 280.

The researcher collected primary data with the help of schedule by interviewing 70 workers. He has concluded that the factory is working smoothly. The relation between management and workers, worker-supervisor and workers-workers are quite cordial and friendly. The working conditions and labour welfare policies of the factory have been satisfactory. Management of Hindustan Gears has extended maximum welfare facilities to the workers without hesitation so that the management-workers relations in Hindustan Gears Pvt. Ltd., Oglewadi is quite cordial and friendly.

The suggestions in the dissertation were:

The researcher has made some suggestions for improvement of the healthy management-workers relation in the factory.

- 1) The management of factory should try their level best to provide housing facilities for their workers, because housing facilities will save the time of workers and will increases their efficiency.
- 2) The management of factory should try their level best to provided transport facilities to their worker. Such transport facilities will save the time of workers and they will work very effectively and efficiently when they join their duties in time.

- 3) The management should be provided adequate medical facilities to their workers because there is no provision for periodical medical check - up of the workers.
- 4) Management should be introduce worker education scheme in the factory.
- 5) Management should start fair price shop for their workers in the vicinity of the factory compound.
- 6) Management should further extend library facilities to their workers.
- 7) Management should establish a worker credit co-operative society in factory compound.
- 8) Management should provide school facilities to the workers children.
- 9) Management should implement E.S.I. Scheme in the factory.
- 10) Management should increase the rate of contribution to the provident fund up to 10%

2.6 An Overview:

As far as the industrial labour and their studies are concerned, it can be noted that the studies depicting socio - economic conditions of Indian industrial labour have been made by Indian and foreign sociologists.

Dr. R.B. Patil has studied 'Industrial labour in Ichalkaranji : A sociological study'. He found good relations among workers and management.

Mr.G.A.Sonpethkar has studied "Sahakari Sakahar Karkhana Ltd Bidri." In this Karkhana the workers and managements relations were not so good

Mr. V.V. Bhosale has studied 'Hindustan Gears Ltd, Oglewadi'. In this factory worker and managements relations were good.

Thus these empirical studies have been made in the private Engineering factory, co-operative sugar factory and textile industry at different places in Maharashtra . I will be having focus on the "Industrial Workers And Their Relations In Sagareshwar Sahakari Sut Girni Ltd., Kadegaon, Dist. Sangli: A Sociological Study."

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