

FINDINGS, CONCLUSION AND DISCUSSION:

Trade unionism as a movement has made considerable progress in our country and the change in the political and economic situation has fundamentally affected the very outlook of the mass of the people. Yet the trade union movement in India has not grown up on sound lines and is today beset with many obstacles that considerably hamper its proper growth. Despite the fact that our trade unionism is no longer in a state of infancy and has now sufficiently grown up, the movement is not as strong as it should be. The lack of an enlightened labour force capable of manning and conducting the movement efficiently, purposefully and effectively has been a major internal deficiency. Lack of education, division of labour on the basis of race, religion, language and caste the migratory nature of workers, and lack of consciousness acted as a great hindrance to the development of sound and stable trade unions in India. Since today almost all the labour problems revolve on the pivot of scientific and well organised trade union movement, sound and genuine trade union organisation is a sine qua non for the success of industrial democracy. The success of our planning, progress and development depends greatly upon the workers - their zeal, enthusiasm and solidarity. In view of the above it is important to examine how the workers view their union and their involvement in union activities.

Though there are evidences for studies conducted from different dimensions of trade union, the present is an attempt in

a different setting, that is among the workers of a cooperative sugar mill located in a rural area in Karad Taluka. The study aims to know the background of the workers, their union particulars and level of participation in union activities, their opinions and attitudes regarding union and management.

FINDINGS:

The findings pertaining to the social characteristics of the respondents show that a majority (52.67%) are in the middle age group. From the angle of age every generation is represented but the middle workers are dominant. The organisation has a strong and well experienced workers. Concerning religion all major religious groups like Hindus, Christians, Muslims and Jains are representing the workforce. However, the Hindus are predominant. The caste composition displays that Marathas constitute an overwhelming majority (93.57%). Karad Taluka mainly comprise of Marathas and therefore it is quite natural that the organisation is having a high percentage of Marathas. Coming to the marital status a great proportion (95.34%) are married. It is noteworthy that none falls in the widowed or separated category indicating a stable family life among the workers. The residential characteristics of the workers illustrates that all hail from rural areas. It is obvious that the organisation being located in rural area, the workers composition naturally will be rural. No migrant is found in the sample. The organisation has given justice to local persons by employing the local mass and giving them opportunities for employment. The rate of education among

the workers is encouraging. Except a few all the other workers have acquired upto primary, secondary or college and technical level.

As far as family type is concerned the data shows that 80 percent have nuclear family. As regards family size nearly 50 percent of the respondents' family size varies between 5 to 10 members. Coming to the income aspect, the income pattern seems to be satisfactory as most of them draw an income more than Rs.2000 per month. The total family income also shows that a majority of them get a moderate income as it ranges between Rs.2000 and Rs. 4000/- per month.

OCCUPATIONAL ASPECT:

Regarding the occupational status 60 percent are unskilled. It indicates that specialised educated persons in the specific jobs appear to be less and most of the employees at the shop floor work on the basis of experience. The data further shows that the organisation has a strong experienced workforce as most of the respondents have more than 10 years of experience in the present organisation. A great majority (90%) do not have any other secondary occupation indicating their sole dependence on this organisation for livelihood. Most of the workers are residing within 7 Kms from the workplace.

The respondents are divided as far as their general job satisfaction is concerned. Only 54.67 percent are fully satisfied with their jobs.

UNION PARTICULARS AND LEVEL OF PARTICIPATION:

Respondents' length of stay in the union indicates that nearly 90 percent are continuing as members in the present union. Among the respondents only 2 percent work as office bearers. Their earlier association also shows that only 16 percent were engaged in some official activities. The reasons for joining in the union depicts that they have joined for job security and securing benefits. However, only 60 percent are fully satisfied with their union. Regarding the age and union satisfaction, the older generation seems to be more satisfied than the young and middle aged workers. One half of the illiterates indicate only partial satisfaction with the union, whereas all the other groups are satisfied with their union. Regarding the length of service respondents who are between 10 and 30 years are satisfied.

On the whole, the participation level of the respondents indicates only a moderate level. Concerning the age and participation level relatively younger generation is more active, and older generation less active. Marital status illustrates that unmarried are comparatively more active than the married. However, the educational status shows that highly educated are comparatively less active. Caste distribution suggests that irrespective of their caste the participation is only moderate. Similar is the trend as far as religion is concerned as among all the religious groups the participation level constitutes high percentage in moderate level. respondents having nuclear family shows a relatively high participation. Respondents hailing from

big families participation is high. Occupational status displays that skilled workers constitute more in the high participation level. Respondents who have high experience projected only less participation. However, all the other experience groups have moderate participation. Those drawing less income is found to be more active. Only moderate participation is found both among members and office bearers. The same holds true as far as their past association is concerned.

Great proportion of the respondents who are dissatisfied with job projected high participation. Similarly those dissatisfied with their union projected low participation.

ATTITUDES:

A great majority (80.67%) of the respondents favour only one union. Young generation and less experienced favour multiplicity of union. Nearly 85 percent of them are unfavourable towards outside leadership. But young aged and less experienced shows positive attitude. A major proportion (71.23%) view their leader as good. Majority opined that forming other unions as bad. Majority are unfavourable towards political affiliation. However, young and less experienced projected favourable attitude. However, only less than one half view their management as favourable. Old age projects favourable opinion towards the management than their junior counterparts. Secondary educated are less favourable to the management. More experienced have favourable attitude towards the management.

In the light of the findings discussed the study tenders support to our hypothesis that young age are more active in union activities. However, nullifying the hypothesis that education is related to participation, the data suggests that highly educated participate less in the union activities. This perhaps could be because of their higher educational achievement and chances of more mobility.

The findings do not support the hypothesis that highly satisfied will have high participation in the unions. This is contradictory to the assumption of Form and Dansareau, Lois R. Dean, Seidman who holds that participation tends to increase with satisfaction, while our data shows that participation is high among the dissatisfied. This could be because of their resentment due to non-fulfilment of their needs.

Lastly, the findings of our study support the hypothesis that union satisfaction and level of participation are negatively related. The workers may not have achieved their targets through their instrument via union.

DISCUSSION:

The data on the whole shows that the present workforce is stable and experienced. The workers do get a moderate income and is satisfactory. This is further supported by their less assignments in secondary occupations portraying their dependence on this organisation.

However, regarding their satisfaction with job, all the respondents are not fully satisfied. This has its own limitations as the job satisfaction can be assessed from different dimensions. This area warrants more detailed empirical study.

Union particulars seem to be encouraging. All the workers have joined in the union at the time of employment itself and are continuing to be members. This is also reflected in their versions regarding the reasons for joining in unions viz, for security and for securing benefits. This indicates their concern for solidarity and strengthening the workforce. This can be further supported by their unfavourable view regarding multiplicity of unions, less concern for outside leadership and political affiliation.

It is evident from the data that the participation level is only moderate among the respondents. It is often suggested that the type of community wherein the workers are brought about affects the attitude of the workers. The present study being in a rural setting and all the workers hailing from rural area and lack of diverse linkages and orientation, the participation level has not geared up to meet the challenges. Further, the organisation has only one union with the monopoly of administrative power. The workers deprived of alternatives tend to be passive.

However, there appears to be a gradual change in the attitude of the workers as some are favourable to outside leadership, multiplicity of unions and political affiliation. It

is noteworthy that it projects among the young and less experienced. This perhaps, could be because of negative attitude they hold towards the management as the same holds true among the young generation and less experienced. This is further quite conspicuous as far as their union satisfaction and level of participation is concerned where participation is low among the dissatisfied. This gradual change shows that they have a tendency to organise separately.

It is evident that the workers' conception is primarily that of a bread and butter unionism. The workers will have to be organised well and retain and increase their relevance to the organisation. The trade union has to express concern and pursue explicit policy to strengthen themselves by narrowing down the differences among workers. It is imperative for the union to win confidence of workforce and build cohesion among the rank and file by congruence of interests with those of the organisation.