

CHAPTER - III

INDUSTRIAL RELATION SCIENCE IN SELECTED UNIT UNDER STUDY -

A - The overall situations of Industrial Relation in
Selected Unit.

B - The situation of Industrial Relation Aspects of
Dal-Star Pvt. Ltd., Ogalewadi



CHAPTER - III

INDUSTRIAL RELATION SCENE IN SELECTED UNIT UNDER STUDY :

The data in connection with the industrial relation scene in Del Star Pvt. Ltd. during the period from 1984-85 to 1986-87 was collected from the records available in the office of the respective unit and from the interviews with some selected workers of the company and also from the discussions with labour officer. Such collected data is presented in this chapter.

While presenting the data the term ' Industrial Relation ' is taken as employer-employee relations i.e. the relations between the management and employees and labour relations i.e. the relations between union and management.

A - The overall situations of Industrial Relation in Selected Unit :-

The industrial relation scene in Del Star Pvt. Ltd. was found satisfactory after considering a period of 3 years from 1984-85 to 1986-87. There were no major disputes. It is observed that there were good and happy relations between management and employees.

B - The situation of Industrial Relation Aspects of Del Star Pvt. Ltd.

1) Collective Agreement -

The Karad Kamgar Union, Karad has got recognition from Maharashtra Government to act as recognised union of workers of Del Star Pvt. Ltd. Hence notice of demand on behalf of workers

of Del Star Pvt. Ltd. was sent to the management by the General Secretary of this Union. All the demands made by the union were taken into consideration in conciliation proceedings. After sufficient discussion, collective agreement was passed. The important terms and conditions of the agreement were as follows:-

Table No. III - 1

Important Terms and Conditions of the Agreement.

1. Date of Agreement	25-12-1986
2. Came into force from	1-1-1987
3. Effect of Agreement upto	31-12-1989
4. Leave & Holidays	
i) Earn leave	Earn leave 15 days, in a year.
ii) Casual leave	7 days in a year.
iii) Sick leave	$7\frac{1}{2}$ days in a year.
iv) Paid Holidays	<u>Eight days:</u> 26th Jan., One day. 15th Aug., One day. Diwali - Two days. Holi - One day. 1st May - One day. Foundation - One day. One day as per demand of Union.
5. Uniform	2 Sets in a year (Pant, Shirt) If necessary Shoes are provided. Boots and RainCoat are provided for pickling Department.

- | | |
|-------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 6. House Rent Allowance | Rs.60 per month. |
| 7. Conveyance Allowance | Rs.40 p.m. |
| 8. Medical Allowance | Medical Allowance is not given but if accident happens at the time of working the compensation and medical expenses are given. |
| 9. Travelling Allowance | To those workers or employee who travelled for company's work the travelling allowance is given as per agreement. |
| 10. Canteen facilities | $\frac{1}{2}$ litre milk daily on working days for eligible workers working at a particular place coupons are provided 10 paise a cup of Tea, 15 paise Shaks ,Rs.1 for lunch. |

2) Grievance Handling :

A grievance is an indication of the employee's dissatisfaction with the nature and conditions of his job. It leads to various complications and involves the employee, management, trade union, Government and the society.

The grievance procedure is essential whether or not a plant is organised. There is no written fromal grievance procedure in Del Star Pvt. Ltd., Ogalewadi. However, grievances are arised the following steps are followed to solve -

First an aggrieved employee presents his grievances to his supervisor and then to the departmental head. If the worker feels still injustice then, he puts his grievances to the

Grievance Committee ', which is consisted of management representatives i.e. labour officer, works manager, acting directors and union representatives. If the worker is dissatisfied with the committee's or management's decision then further steps are taken by the worker with his union.

3) Attitudes of workers and Management :-

The success of any organisation largely depends up on its workforce and their inner motivation they receive from the management. Work can be meaningful and satisfying to the workforce only when it elicit and stimulates their inner motivations.

In del star pvt.ltd. both workers and management are holding favourable attitude towards each other. From the discussion with workers were holding positive attitude towards the management. The high production level of the factory throws some light on the high level of motivation of the workers.

4) Conditions of work and Hours of work :-

The good working conditions increases the productivity of the company as availability of sanitation, heat, light, ventilation, rest period and equipments etc.

In Del Star Pvt. Ltd. the working conditions are satisfactory. The working hours of workers in Del Star Pvt. Ltd. work for 8 hours a day with a break of half an hour. The proper lighting arrangement and ventilation etc. are in existence there.

The workers work in two shifts in the factory -

First shift - 8 a.m. to 4-30 p.m.

Second shift - 4.30 p.m. to 1-00 p.m.

5) Disciplinary Action :-

The discipline is necessary for smooth functioning of the organisation, e.g. a subordinate must obey reasonable orders of the supervisors, disobedience will hamper the work.

In Del Star Pvt. Ltd., the disciplinary action is taken against the worker that first warning is given by the concerned supervisor. If behaviour is displayed by the worker and the supervisor feels that worker deserves punishment more than the warning, he informs the labour officer through the departmental head of the organisation. The labour officer makes enquiry and if he finds a prima-facia, he books the case against the worker. Then labour officer issues charge sheet to the worker informing about charge and asking for his explanation. After receiving the explanation of worker is not satisfactory, then the labour officer issues a show cause notice, informing him once again the charge sheet made against him and his dissatisfaction over his explanation and asking him why such action should not be taken against him as per orders. If the worker does not give any reason, then labour officer issues Memo after suspending him. But in certain cases, there is misconduct a domestic enquiry is conducted to find the fact. The enquiry officer is appointed who submits his report to the Manager, recommending whether the worker deserves severe punishment or not . According to the report action is taken

after informing the Union.

6) Welfare Activities -

The objects of the company with regard to employees benefits is to extend benefits in a manner consistent with industrial practices and considerations of social justice. In other words, benefits should be as far as possible linked to productivity.

In Del Star Pvt. Ltd. management provides all the welfare facilities under the Labour and factory Act 1948 . The following are the main welfare facilities :-

(a) Education - (Training) -

To accomplish a job efficiently, the company deutes its workers for training. After completion of such training the trained worker gives guidance to new and other workers.

(b) Recreation Club -

To provide recreational facilities to workers, the Company has set up the recreational club.

(c) Seminars,workshops etc. -

To improve the skills of the workers the company organises seminars, workshops etc. on important topics.

(d) Cinema - show and Exhibition -

This company arranges cinema shows on good working,bad effects of drinking wine and family planning.

(e) Canteen -

The company provides the canteen to workers which is well furnished. The workers can get the lunch in the canteen. The prices and rates are reasonable in the canteen.

(f) Celebration of festivals -

Every year Ganesh Chaturthi is celebrated by the workers in the company. During Ganesh festival the company arranges cinema shows, bad effects of drinking wine shows etc.

(g) Co-operative credit society -

The workers of the Del Star Pvt. Ltd., have established a co-operative credit society. The society is registered with constitution consisting of rules and regulations. All the workers of the company are the members of the society. Whenever any worker is in need of money, he can get the loan from society but loan facility is available to those workers who are permanent. The loan is deducted from salary by instalments. It is observed that maximum workers can get the benefit of the society.

(h) Medical facility -

There are medical facility is available in the company but expenses of medicine has to pay the workers of its own. But if accident happens at the time of working then the expenses are borne by the company.

7) Disputes -

In Del Star Pvt. Ltd. no major events of conflict like

prolonged strike have been reported to have taken place. Minor one day strike is being settled by the prescribed procedure.

8) Workers' Participation in Management -

In Del Star Pvt. Ltd. there are no provision for workers' participation in management. Only one factory committee is in existence, representing the management and workers' representative.

9) Union and Management Co-operation -

In Del-Star Pvt. Ltd. the relationship between the Union and management is found to be co-operative and satisfactory.

10) Trade Union -

The karad Kamgar Union, Karad is the recognised Union functioning in this company. Majority of the workers of this company are the members of this Union. According to them the Union leaders try to solve the problems of the workers. The following table shows the total number of workers in the Company and affiliated to the Union during the year 1984-85 to 1986-87.

Table No. III - 2

Number of workers in the factory and affiliated to the Union.

Year	Number of workers (excluding office staff)	Affiliated to Union (Union members)
1984-85	251	236
1985-86	253	242
1986-87	260	256

12) Bonus :

Bonus is an important means of giving encouragement to the workers. This encourages the workers to work efficiently. This is the most cause of industrial dispute among the workers and management. The following table shows the percentage of bonus declared by the company during the year 1984-85 to 1986-87.

Table No. III - 3

DeClaration of Bonus for the year 1984-85 to 1986-87.

Year	Percentage of Bonus
1984-85	10%
1985-86	8.33 %
1986-87	8.33 %
