

SYNOPSIS

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SYNOPSIS

A - Introduction :

Industrial relations plays vital role in the smooth running of the Industry. It means that economic and specially social progress is bound up with the good management - labour relations which expects more and more co-operation from the partners of production. Personnel officers should be aware that they have a greater role in the future advancement.

Now a days industrial relations constitute one of the most delicate and complex problems of modern industrial society. The workers have their unions and employers their bargaining associations to give a fight to each other and establish their powers. Besides the Government has played a growing role in industrial relations in part by becoming the employer for millions of workers and in part by regulating working conditions in private employment. Non-fulfilment of many demands of the workers have brought industrial unrest.

The healthy and orderly industrial relations in an enterprise generate attitudes which procreate progress and stabilise democratic institutions. Through stability worker's unions obtain more benefit for their workforce. The Government would like stable relations to prevail both for better production and for easier law and order. Hence the study of industrial relations is very important.

B - Selection of Topic and Unit of Study :

Karad is one of the developing industrial city in Maharashtra State. As we know, industrial relations play a vital role in the development of any industrial unit. I got interested in studying the role of industrial relations played in " Del - Star Pvt. Ltd., Ogalewadi ". Naturally, the title of my study is " A critical study of Industrial Relations, with special reference to Del - Star Pvt. Ltd., Ogalewadi.

Ogalewadi is a growing industrial centre in Karad Taluka. There are number of industries in Ogalewadi. Researcher selected Del - Star Pvt. Ltd., Ogalewadi, because this industry has been successful in developing one of the important parts and Instruments. It is growing complex of Engineering activities and this industry having the workers' strength of 260. As well as on the basis of availability of information from the office of the Del - Star Pvt. Ltd., the researcher selected this Industry.

C - Scope of the Study :

Industrial Relations means in narrow sense that employer - employee relationship. It means that the relationship between employer and employee in the course of running of an industry and may project itself into spheres which may cover the areas of quality control, marketing, price fixation and disposition of profits. However, due to the time factor involved in the study I have confined my study to employer - employee relationship only.

D - Objectives of the study :

Keeping in mind, the scope of study I have tried :---

- (1) To know the nature of labour - management relations in the unit under study.
- (2) To know the efforts made by the management to maintain industrial peace.
- (3) To know the causes of disputes if any, and their consequences.
- (4) To know the existing machinery for settlement of industrial disputes in the unit under study.

Keeping in view of the above objectives, this study focuses its attention mainly on the following areas of -

- 1) Relationship between the management and the workers.
- 2) Relationship between union and Management.
- 3) Attitudes of the workers towards the management and management towards the workers.
- 4) To study the working conditions and welfare facilities, which management has provided to the workers.
- 5) To suggest improvement in the welfare facilities which provide the healthy management workers relation in industry.

E - Methodology :

Methods used for this study are ---

- 1) Interview.

- 2) Observation,
- 3) Collection of data - primary and secondary.

Preparation of an Interview-Schedule -

The interview schedules were administered to workers, officers and union leaders. These schedules include the questions demanding information on following areas - personal data, industrial disputes, grievance settlement procedure, communication media, workers trade union, workers participation in management, disciplinary procedure, friendship and co-operation of employees.

The interview schedules give all information regarding the total picture of industrial relations.

Selection of sample and time -

I have selected the samples of 50 workers by using random sampling method. The period of three years from 1985 to 1987 is selected for the purpose of study.

Collection of Data -

I have collected primary data with the help of schedule questionnaire by interviewing 50 workers, with the guidance of managerial staff and with co-operation of different sectional heads, who were having authority and responsibility of work.

I was constantly meeting officers for guidance in taking interviews and I followed their suggestions which were very important. I selected the workers from various departments. The workers of all categories i.e. locality

place of residence, type of family and the occupational data like whether he is skilled, semi-skilled, unskilled work experience also taken in to consideration.

Analysis and Interpretation of Data -

I have collected the information with the help of " Interviews and observation. The matter is analysed and interpreted with the help of proper statistical techniques. The collected data were analysed by preparing various tables on different aspects of workers. The number of workers were converted into percentage to the total number of workers.

Lastly, I have drawn certain conclusions on the basis of collected data. I have also made some concrete suggestions to the unit which may be helpful to them if practiced.

F - Limitations of the study -

Since the study is undertaken as a part of the fulfilment of the requirements of the degree course of " Master of Philosophy in Commerce " . I have restricted my study to the following unit in the engineering industry in the Satara District.

Name of Industry

Del-Star Pvt. Ltd.

Name of the Industrial Estate

Industrial Estate, Ogalewadi,

Tal: Karad, Dist: Satara.

The dissertation is required to be submitted to University within a prescribed period of time and hence the study is also restricted to three years from 1985-to 1987 .

G - Chapter Scheme :

Presentation of data -

An attempt has been made here to present the collected data in five chapters as under :-

Chapter I : This chapter deals with concepts, Importance, Approach and organisation of Industrial Relations.

Chapter II : This chapter presents the historical development of engineering industries in India in general. This also includes the historical development and growth of related unit viz. Del-Star Pvt. Ltd., Ogalewadi.

Chapter III: This chapter deals with the industrial relation science in selected unit under study.

Chapter IV : This chapter presents statistical tables, its analysis and interpretation.

Chapter V : In this chapter observations, conclusions and suggestions were made.