

CHAPTER VIII

INFORMATION COLLECTED FROM FELLOW
EMPLOYEES AND SUBORDINATE EMPLOYEES

	PAGE NO.
1. INTRODUCTION	143-144
2. WOMEN EMPLOYEES AND FELLOW MEN EMPLOYEES	145-147
i) Attitude,	
ii) Regularity	
iii) Sincerity and efficiency	
iv) Participation in other activities	
v) Participation in Union activities	
3. WOMEN EMPLOYEES (WOMEN OFFICERS) AND SUBORDINATE EMPLOYEES	148-149

CHAPTER VIII

"INFORMATION COLLECTED FROM FELLOW EMPLOYEES AND
SUBORDINATE EMPLOYEES".

I) INTRODUCTION :

The term " Industrial relations " can be studied from various angles. One of the important angle is to look from the point of view of contacts or connections between employees and employees.

The statement of Harold and Sheppard has been already quoted on the page No. 6 in Chapter No.I.

" Industrial relations in the human relations perspective reduces itself to person to person relations primarily between employee and employee.

And hence without considering the aspect i.e. the relation between employee and employee the present work will remain in-complete. Because the relation between employee and employee also affects to a great extent in the success of the unit by creating co-operative and healthy atmosphere. At the same time, the relation between an employee and employee may become strange or abnormal due to sexual differences among employees. And here the same aspect is to be considered as the main attack in this disseration work is on women employees.

The same study can be again undertaken by considering 2 important aspects.

1. Women employees and fellow employees working on equal level.
2. Women employees (women officers) and subordinate employees i.e. working at different level.

Here again it is just possible that fellow employees or subordinate employees may be men employees or women employees. But from the point of view of study here the relations between women employees and men employees at both the levels are only considered.

CHART

~~XXXXXXXXXX~~ Employee- Employee relation

- | | |
|---|--|
| I) Relation between fellow employees | II) Relation between senior and subordinate employees. |
| i) Women employees and men employees. | i) Women employees (Women officers) and men employees. |
| ii) Women employees and women employees | ii) Women employees (women officers) & women employees. |

II) WOMEN EMPLOYEES AND FELLOW MEN EMPLOYER :

Both are supposed to work with each other at the same level and hence their relations may be disturbed on account of sex differences. The following questions were taken into consideration.

1. Attitude towards fellow-workers in general and attitude towards women fellow workers in particular.

Here all the 70 fellow workers unanimously stated that they have developed better attitude and hence maintained better relations towards men as well as women fellow workers. While working in the branch it makes no difference whether the colleague is a male or female and hence there arises no problem in general while looking with female workers.

The only difficulty which was put forward by some of the fellow-workers was regarding time factor i.e. women employees either at clerical level or at officer level are normally time conscious. Particularly they are eager to leave the office as early as possible i.e. immediately after 5.30 P.M.

2. Regularity, sincerity, or efficiency of women employees :

As far as this issue is concerned, again all the fellow workers were found to be unanimous about their experience i.e. women employees are regular,

sincere and efficient, They are hard working also. They are ~~xxx~~ particularly quick at disposal of work.

But here again the same criticism of too much punctual about time, particularly in case of married women have been made.

3. Participation in other activities :

The same point has been considered already from the point of view of women employees themselves and also from the point of view of managers the same findings are true.

In case of 13 units there are no other activities, the opinion of the fellow-workers in remaining 22 units is the same as to that of managers i.e. majority of women employees are not interested in the participation in other activities.

TABLE NO. 8.1

TABLE SHOWING THE ANALYSIS OF THE OPINION OF FELLOW EMPLOYEES ABOUT PARTICIPATION OF WOMEN EMPLOYEES.

No.of fellow employees expressing negative view	No.of fellow employees expressing view about limited participation	No.of fellow employees expressing view about active participation.
25	11	8
57%	25%	18%

4. Participation in union activities :

Particularly when the opinions of union leaders branch level are considered, the conclusion which can be arrived at is absence of active participation of women employees in union activities. Their participation is just to pay the fees and response to call only. Majority of them never attend meetings, never read circulars or do any other sort of work because of which their interest can be exhibited. They further argue that female employees also can work well as union representatives at branch level but they never.

Some of the union representatives further criticised that infact the interest in union activities in general may of women or men employee is decreasing day by day.

III) WOMEN EMPLOYEES (WOMEN OFFICERS) AND
SUBORDINATE EMPLOYEES.

It has been already stated on page No. 51 of Chapter No.IV that women officers being limited in number and still their subordinate being somewhat reluctant the researcher could not collect sufficient data with a view to trace the relationship.

As far as opinions are concerned it can be stated that they are not doubtful about the capacity and efficiency of women employees(officers) Women officers are full co-operative and many a times more considerate about their subordinates. There arises no specific problem while working with women officers.

Thus it can be stated in conclusion that there seems to be no stress or strain on relations in between women employees either with their fellow workers or with subordinate workers. Then the sexual differences do not play much more significant role either in smoothening or in wersening the relations at employees level.