
CHAPTER - VI

Conclusions and Suggestions

CHAPTER SIX / CONCLUSIONS AND SUGGESTIONS.

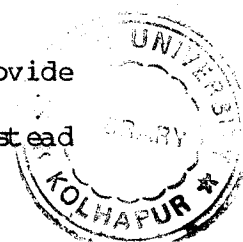
This Chapter deals with the conclusions and the suggestions made to improve the working of the Trade Unions in the MSRTC's Sangli Division. These suggestions will also enable the management to take necessary steps in order to maintain good relations with the employees and the trade unions.

1. It is observed that some employees answered negatively when they were asked about the welfare facilities provided by the MSRTC. Besides, a majority of employees answered positively about the welfare facilities provided by the MSRTC such as free travel passes, educational facilities for the children of the employees, medical facilities, etc.

From the above fact, it is suggested that all the employees should be made aware of the welfare facilities provided to them, both by the management and by the Unions.

2. It is observed that only two Unions, viz. the Maharashtra State Transport Employees Union (INTUC) and the Maharashtra State Transport Kamgar Sanghathana, have undertaken some labour welfare facilities like extending of medical facilities, financial help to the families of the member-employees who die while in service.

It is suggested that all the trade unions should provide welfare facilities to their member-employees, instead



of only collecting the membership-subscriptions.

3. It is observed that all the trade union leaders are following a code of discipline and also are conducting annual sessions for maintaining internal discipline. But it is also a fact that the annual sessions encourage indiscipline rather than discipline amongst the member-employees.

It is suggested that the trade unions should conduct orientation programmes frequently at various levels and above the code of discipline and annual sessions for maintaining discipline.

4. It is observed that the Union leaders at the divisional level, particularly the General Secretaries, are knowledgeable persons; while the Union leaders at the Depot level are not so, particularly about the problems of employees, rules and regulations, etc. Besides, some managerial personnel are of the opinion that the Union leaders are not aware about the practical difficulties being faced in the day-to-day working.

It is suggested that the trade unions should organize training programmes to train their leaders at various levels to enable them to face problems of employees.

5. It is observed that almost all the employees are happy with the election procedure followed by their Unions.

It is suggested that to avoid the situation of conflict

among the members and the Union leaders to adopt the secret ballot system, i.e. democratic system.

6. It is experienced that the Union leaders are not ready to provide exact information about the number of members, financial position, other various activities.

It is suggested that all the Union leaders should maintain detailed record of the number of members, financial position, activities undertaken, etc. All such records will enable them to get a faithful and devoted employees, which would ultimately strengthen the Union power.

7. It is observed that a majority of the employees stated that there is no outside leadership and that they are satisfied with their present leadership at the Divisional level. But it is also observed that there is an outside leadership at the divisional, regional and State level.

It is suggested that the leaders should be from amongst the employees because they are aware of the practical difficulties of the employees and the management. The outside leaders are not much interested in solving the problems of the employees.

8. It is observed that there is rivalry among the Unions working in Sangli Division, which badly affects the employees as well as the management.

It is suggested that the trade unions should try to minimize the intra-Union rivalry for the betterment of the employees and the management.

9. During the survey period, the managerial personnel were asked about the possibility of one Union in the MSRTC. Out of 11 respondents, 6 respondents stated that there should be only one Union in the MSRTC, but 5 respondents opposed this view.

It is suggested that the management should convince the various Union leaders to form one Union by a secret ballot. Some Unions are ready to accept this suggestion.

10. In order to improve the Union-Management relations, some measures should be undertaken. When the managerial personnel were asked about that, they said that joint meetings should be conducted at various levels. At present, such meetings are held at the divisional, regional and State levels. No joint meetings are ever held at the depot level.

It is suggested that for solving the depot level problems, joint meetings of the Union and the management should be held once in a month, if possible.