



A Study on Industrial Relation Practice

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ABSTRACT

This study evaluates the roles of industrial relations in business organisation government policy reform in industrial relations, collective labour agreements study the three major perspectives on industrial relations which are: pluralist perspective, unitarist perspective & Marxist Perspective. Problems of industrial relations, collective bargaining, the extent of labour unions, work condition, enterprise union, collective labour agreements, problems of industrial relation, achieving competitiveness, employer flexibility, role of government and unions scope of industrial relations, approaches of industrial relations such as system approach, unitary approach, pluralist approach, Marxist approach, gandhian approach, psychological approach & human relations approach. Using a mixed approach of both studying qualitative factors and quantitative as well, the study is an attempt to identify the study on industrial relation practice. Prior consent of all the respondents was taken and they were fully made aware of the purpose of the study.

1. INTRODUCTION

What Is an Industry?

An industry is a collection of businesses that are connected by their main lines of activity. There are several categories of industries in contemporary economies. Sectors are often used to combine together bigger groups of industry classifications.

Typically, a company's major income sources determine what industry it belongs to. For instance, even if a carmaker may have a financing segment that contributes 10% to the company's overall earnings, most categorization systems would place the business in the automaker category.

Industrial Relations

The multidisciplinary academic discipline of industrial relations, sometimes known as employment relations, focuses on the employment relationship, or the intricate interactions between employers and employees, labor/trade unions, employer groups, and the state.

Because "industrial relations" is frequently perceived as having very limited implications, the more recent word, "employment relations," is gradually assuming precedent. However, employment ties in the broadest sense, including "non-industrial" employment arrangements, have long been the focus of industrial relations. Some people believe that this tendency is similar to one occurring in the unrelated but related subject of human resource management. While some researchers see or interpret employee relations and labour relations as interchangeable terms, this is debatable since employee/labour relations have a tighter focus, i.e. on workers or labour, from the standpoint of employers, managers, and/or authorities. Additionally, employee relations is frequently thought to solely deal with non-unionized employees, whereas labour relations is thought to deal with organised labour, or unionised employees.] Although this is also debatable, some academics, universities, and other institutions view human resource management as being equivalent to one or more of the aforementioned fields.

2. RESEARCH METHODOLOGY

MAIN OBJECTIVE

To assess the industrial relation practices in industry.

SUB OBJECTIVES

- To observe the Culture of organisation
- To observe the employer and employee relationship
- To Get Idea about Conflict resolution

- To know the structure of industrial relations

RESEARCH DESIGN

A Research Design is the specification of methods and procedures for acquiring the information needed to structure or to solve the problems. It shows the blue print for the collection, measurement, and analysis of the data. It is the series of advanced decisions that taken together from a specific master plan for the conduct of the investigation. As in the research study, the objective is to assess the industrial relations practices in an industry. Here, the researcher is going to use Qualitative and Quantitative Research Design for the study.

UNIVERSE OF THE STUDY

The researcher is going to take employees and HR personnel as respondents of industry for his or her study.

SAMPLE POPULATION

The sample unit in appropriate and justified size will be conveniently drawn from

Different employees and HR personnel working in different industry.

SAMPLE SIZE

The appropriate number of employees and HR Personnel available for the purpose of the study with consideration of sample frame.

SAMPLING METHOD

The researcher uses Probability sampling that is Simple random sampling method for the study.

METHODS OF DATA COLLECTION

The tool for data collection is structured close ended Questionnaire.

DATA PROCESSING AND ANALYSIS

Here, the researcher is going to use four steps for data processing and analysis which are as follows

- 1) Editing
- 2) Coding
- 3) Classification
- 4) Tabulation

LIMITATIONS OF STUDY

- Due to geographical & time constraint a physical form of questionnaires was not presented to be filled by the respondents.
- Some respondents may not have filled the honest answers.
- This study is restricted to Vadodara district only.

3. FINDINGS

- Majority of the respondents (56%) are Male.
- Majority of the respondents (46%) are belonging to the age group of 26-35.
- Majority of the respondents (44%) have Work experience in current Organisation is 1-5 years.
- Majority of the respondents (52%) have free access to Top management.
- Majority of the respondents (70%) have Industrial relations in the Company.
- Majority of the respondents (84%) believes top Management listens to you with Patience.
- Majority of the respondents (80%) believes Management have faith in employees.
- Majority of the respondents (64%) believes employees have Confidence in the management to run the industry.
- Majority of the respondents (90%) believes Management always expect more from employees.
- Majority of the respondents (80%) believes employees expect more benefits from the Management.
- Majority of the respondents (52%) believes management is satisfied with the employees Performance.

- Majority of the respondents (74%) believes Canteen, Recreation, Transportation Facilities Provided are Good.
- Majority of the respondents (54%) believes Indiscipline among employees is Normal.
- Majority of the respondents (36%) believes Industrial Peace more than prevailing Scenario can be achieved through.
- Majority of the respondents (52%) feel that it's not necessary to involve workers family members in social activities which helps to build better relationships with management.
- Majority of the respondents (56%) believes position in the company compared to other industries in the area is Good.
- Majority of the respondents (66%) believes overall opinion on the Top management Good.
- Majority of the respondents (42%) Does Not Know / Don't Know Answer about trade union or professional organization to which they belong represented in the enterprise/establishment where they carry out their main activity.
- Majority of the respondents (62%) are not member of a trade union or a similar employee association.
- Majority of the respondents (18%) feels they have never been approached to join any associations or Trade union.
- Majority of the respondents (58%) believes people at their place of work are members of a trade union or staff association.
- Majority of the respondents (58%) feels no their pay and conditions of employment are not directly affected by agreements between employer and any trade unions or staff association.
- Majority of the respondents (70%) believes that their manager communicates well with them and their colleagues about projects.
- Majority of the respondents (54%) believes yes, management decisions are transparent and explained.
- Majority of the respondents (70%) believes yes, manager keep informed about company news and developments.
- Majority of the respondents (60%) believes yes, they get recognition from your manager when you do a good job.
- Majority of the respondents (70%) believes yes, manager give the information, tools, and technologies you need to do your job properly.
- Majority of the respondents (56%) believes yes, manager displayed an interest in your career goals.
- Majority of the respondents (74%) believes yes, manager promote a positive work environment at work place.
- Majority of the respondents (30%) rate their job 9 on scale of 1 to 10.
- Majority of the respondents (78%) feels like there are solid career opportunities for them at their organization.
- Majority of the respondents (80%) believes their manager/organization actively try to close the gender pay gap.

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