



A Study on How Trade Union Affect on Organization

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ABSTRACT

The main focus of the present work through concentrates on general that how trade union affect the working of organization. Trade union plays an important role in organization because it will gradually show how trade union for organisation and for the worker both at a same time

The effect of trade union can be both positive and negative on the organization which we can see through the research that is conducted below. The idea of conducting this research came because i was very excited to know how a small group of people can disbalance or maintain the organisation structure the way both the oarties agreeing on it.

The main concept of trade union says that how work for the employees and workers basically trade union is for workers or the labourers only but keeping their demands in mind anf fulfilling them is the work of trade union without any harm to management or the organisation.

This research shows that how many people are aware about trade union how many of them are supporting them what are ways or techniques trade union can use for worker how solutions can be provided to them how to handle problems and to provide solution without violance and agreement of both the parties below mention are the types of trade union , working of trade union, techniques used by trade union etc.

I. INTRODUCTION

TRADE UNION- CONCEPT AND DEFINITION

"Any combination, whether temporary or permanent, formed primarily to regulate the relations between workmen and employers or between workmen and workmen, or for imposing restrictive conditions on the conduct of any trade or business, and includes any federation of two or more Trade Unions," reads the Trade Union Act of 1926. "workmen" refers to individuals who are employed in a trade or industry. According to G.D.H. Cole, 1955: It is an organization made up of two or more people who work in one or more jobs... an organization that continues to advance the interests of its members, including the economic interests that are related to their day-to-day work. According to Harold J. Laski, 1950: "Trade unions play a pivotal role in an industrial society and are necessary for the advancement of industrial relations." The connection that trades unions have with the general public is of the utmost significance in every industrial community.

The interests of workers are cherished and protected by unions. Workers' interests have been protected by trade unions for as long as there have been political, social, and economic factors to support their success. The unions have been and will continue to be influenced by these elements. They are the driving forces behind the working class's organization. It is challenging to either define the trade unions or confine them to a few words. Worker's organizations are mind boggling foundations that have social, political, monetary, and mental viewpoints. In contrast, industrial relations are the relationships between employers and employees in an industrial setting that are guided by peace, brotherhood, sympathy, empathy, and respect for one another.

Trade Unionism

Trade unionism is a global movement based on the fundamental need for men to work together to achieve specific objectives. Today, its existence is acknowledged by all legal systems, and some of its legitimate activities are also permitted. It is an outgrowth of industrialization and a result of the manufacturing plant framework, in light of the fundamental principle "joined we stand, partitioned we fall." It is an organized and collective expression of the working class's needs, aspirations, and attitudes. Workers' organizations have traditionally been credited with protecting and advancing the interests of workers within a particular socioeconomic system through what is known as "collective representation." The working class was exposed to the ruthless exploitation of the capitalist class at the start of the industrial revolution and the factory system that followed. The unorganized, disadvantaged, and downtrodden sections of society were exploited during the industrial revolution.

Categories of Trade Union

Trade unions can be divided into two broad categories based on these two broad categories: a) the structure and b) the functions

According to Prof. R.F. Hoxie (1921), unions are categorized as follows based on their functions:

- (a) Labour unions: also known as "unions of bread and butter." These unions, like their name suggests, work to improve workers' overall living conditions by increasing wages, working hours, and other factors;
- b) Predatory partnerships: These unions disregard legal, moral, and ethical standards in favor of their own enrichment rather than the welfare of workers;
- c) dependent marriages: also known as company unions, this type of organization focuses less on the interests of workers and relies on the support of employers, companies, or other labour groups;
- d) Friendship groups: They are also known as idealistic unions because they are committed to advancing the interests of workers, uphold the law, and would always prioritize the interests of workers. Its primary objective is to provide workers with social security in the form of employment, accident, illness, and old age security. Collective bargaining is a tool they use to protect workers' interests. and e) Unions of revolution

Role of Trade Unions in India:

1. The environment is kept harmonious by unions. Hygiene, drinking water, healthcare facilities, safety, electricity, and other issues are not affecting workers.
2. Trade unions safeguard workers' rights to ensure that no worker is subjected to tyrannical management practices like arbitrary transfer or suspension.
3. The organization's salaries and wages are decided by collective bargaining, adjudication and wage boards, conciliation, and other methods. In order to prevent chaos within the organization, these are followed in a methodical manner.
4. The trade union is in charge of resolving any workplace conflict that arises within the company. It always safeguards the interests of employers and employees alike. In order to bring peace to the organization and resolve disputes between employees and employers, trade unions negotiate with it.
5. The welfare of workers, particularly women and children, is highly valued by trade unions. The trade union represents and fights for individuals who have been arbitrarily suspended or transferred.
6. Workers are given the opportunity to go to a platform where they can achieve their social goals because there are times when they feel alone.
7. Resolving disagreements between employers and employees through negotiation is collective bargaining. When things go wrong between employers and employees, this is an agreement. It will be considered an illegal trade practice if the agreement is broken.
8. They provide the workers with medical care, secure their employment, and non-violently defend the wage increase.
9. In rural areas, there are numerous unorganized sectors that are not effectively managed by the authorities. Trade unions do a lot to help people work on their abilities and rise above poverty in order to transform them into organized ones. Additionally, they plan programs to improve themselves.
10. Unions favours a growth strategy that is balanced. in which, in addition to the profit of the organization, people's welfare is also taken into account. Trade unions are also responsible for this social responsibility.

Since the beginning of the labour movement, there has been a problem with education. They face difficulties as a result of their lack of literacy. Unions try to get them to participate in a variety of programs and schemes designed to improve their knowledge and skills.

1. Trade unions also contribute to the provision of workers with financial and non-financial assistance during lockouts, strikes, and medical emergencies.
2. Workers' wages rise significantly thanks in large part to the efforts of trade unions. Trade unions use a variety of strategies to increase workers' wages, including bargaining, using power, and stopping the supply of labour.
3. Workers are offered job security by trade unions through peaceful means. Additionally, they shield employees from wage increases.

II. RESEARCH METHODOLOGY

TITLE

A Study on how trade union affects organization

MAIN OBJECTIVE

To study on the impact of trade union on organization.

SPECIFIC OBJECTIVE

1. To study on the impact of trade union on organization.
2. To study on Impact of trade union on workers life.

3. To study Positive and Negative effect of trade union

UNIVERSE OF THE STUDY

The universe of study includes 53 respondent selected by using convenience sampling method because the industry with the impact of trade union and only 53 people were allowed to give the responses. During primary data collection the researcher was unable to meet all the criteria and data so researcher used online survey in the population of VAPI area

SAMPLE FRAME

The Frame is fixed that respondents to be drawn from the same company

SAMPLE SIZE

53 Respondents

SAMPLING METHOD

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

SAMPLE MEDIA

Sample media is personally collecting data through structured Questionnaire.

TOOL FOR DATA COLLECTION

The researcher uses both primary as well as the Secondary data sources for the information as the case may be.

DATA PROCESSING AND ANALYSIS

Here Researcher is going to use four steps for data processing and analysis Which are as follows

1. Editing
2. Coding
3. Classification
4. Tabulation

III. FINDINGS

- It appears that in every group the percentage of male is more than female.
- It shows that majority of responses are recorded from the Production department.
- As per the analysis 27 respondents of the total sample says trade union is good link between union and workers.
- 26 respondents of the total sample says trade union is good link between workers and management.
- As per the analysis 21 respondents says change in work should approve
- 32 respondents say change in work should approve but provide negotiate on adequate compensation.
- As per the analysis 51 respondents of the total sample says trade union is doing enough.
- 2 respondents of the total sample says trade union is not doing enough for the industrial relation in organization.
- Majority of Respondants says that collective bargaining strategy must be used.
- Majority of respondents says that worker join trade union for their right protections
- As per the analysis 31 respondents of the total sample says trade union helps workers to get their demands.
- As per the analysis which constitutes 92.45 per cent of the total sample says they are participate in every trade union's activity and rest of it that is which constitutes 7.55 per cent of total sample not participating in any activity of trade union.

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