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Industrial Relations: Emerging Issues in Entrepreneurship in Satpur-Ambad M.I.D.C (Nashik)

Mr. Gaikwad Vijay Ganpat*

INTRODUCTION

Under the traditional system production in Satpur-Ambad M.I.D.C from NASHIK city goods were produced on a small scale and local market. The craftsman was working from this area as an entrepreneurs, financiers, managers and workers. Workers were treated as family members and craftsmen were in direct and close touch with workers. Hence there were no industrial relation problems. But the modern age is an era of mechanization. Satpur-Ambad industry is complex affair, involving large scale production, huge investment of capital, large number of employment of men and women and use of complicated affairs. The difference in approach shareholders are interested in dividends, management are more interested in profits, workers are more interested in wages and other monetary and nonmonetary benefits bring the problems of healthy industrial relations.

STATEMENT OF THE PROBLEM

The workers in modern industry become more or less mechanical. There is lack of initiative and interest in work. The solution of the problems of industrial relations depends upon the historical development of industrialization and cultural characteristics of a society. Every industrial community to find its own solution for such problems, job security, climate of the work place, role of the trade unions etc. improve the industrial relations but most of the industry in the Satpur-Ambad area unable to provide these facilities to the workers, which are leads to poor industrial relations.

Hence the present study is particularly designed to find out the causes of poor industrial relations in Satpur-Ambad industry because of these industries provide large employments to develop socio economic development in the society.

OBJECTIVE OF THE STUDY

1. To know the importance of Industrial Relations
2. To study the causes of poor Industrial Relations
3. To give suitable suggestions to improve industrial relations

SCOPE AND LIMITATIONS OF THE STUDY

The scope of study in industrial relations are very wide it includes the establishment and maintenance of good personnel relation in the industry, ensuring manpower development, establishing a closer contact between person connected with these industry and that between the management and the workers creating a sense of belonging in the minds of managements, creating a mutual affections, responsibility and regard for each other, stimulating production as well as industrial and economic developments, establishing a good industrial climates and harmony and maximizing social welfare for the benefits of all. The proposed study is confined itself to only Satpur-Ambad industry from NASHIK city for detailed study and not to all industries considered from Nashik districts.

*S.V.K.T Arts, Science And Commerce College, Deolali Camp, Dist- Nashik.

STATEMENTS OF THE HYPOTHESES

1. Industrial relations should enhance the economic status of the workers by improving wages and other benefits
2. Industrial relations should avoid industrial conflicts and their consequences
3. Industrial relations should extend and maintain industrial democracy and peace

RESEARCH METHODOLOGY

1. The primary data will be collected from the Executives, General Managers, Personnel Managers and workers and Trade Unions from selected factory of ABB Company limited. Mahindra and Mahindra Company limited. Bosh Company limited. CEAT Company limited etc.
2. The secondary data will be collected from the books in Industrial Relations, Personnel Management, articles published, research paper published and various websites.

OVERVIEW OF INDUSTRIAL RELATIONS

Meaning and Definition of the term Industrial Relations:

MEANING

Industrial relations mean the relationship between employees and management of industry. Industrial relations is that aspect of management which deals with the manpower of the establishment workers and managerial staff. Cordial and peaceful industrial relations between the employer and employee are necessary for improving the productivity and economic growth of the industry as well as country.

DEFINITION

According to Indian Institute of Personnel Management, "Industrial relations includes securing effective and willing cooperation from employees and reducing conflicts between employees and workers and their representatives, the trade unions"

IMPORTANCE OF INDUSTRIAL RELATIONS

1. Industrial relation contributes to economic and development: The sound industrial relation result of increased efficiency and higher productivity and income, this will lead to economic development of the city.
2. Industrial relations establish industrial democracy: The industrial relations setting up problems of employees through collective bargaining, mutual negotiations, mutual cooperation and mutual agreements among the workers and management. This will help in establishing industrial democracy in the organisation as well as in the industrial area.
3. Industrial relations facilitate changes: The industrial relation is helpful in improving the cooperation, teamwork, performance and productivity and acceptance of modern and advanced technology in production. It helps the work force to adjust to change easily and quickly towards betterment.
4. Industrial relations discourages unfair practices: The industrial relation involves setting up a machinery to solve the problems confronted by management and employees through mutual agreements to which both these are bound and reduce unfair practices.

FINDING OF THE STUDY

Researcher has been conducted the interview of Executives, Managers, Personnel Managers, workers and trade unions of selected factory for study. As per the discussion of all of them the researcher found that the various causes that contributes to poor industrial relations which are given below in details.

1. Hours of work: Management of factory compels the workers to attend shifts which are unsuitable to the female workers, compels to contract workers to attend more than eight hours so that increase the absenteeism as well as sound in industrial relations.
2. Inadequates of salary and wages of workers: Management not paid salary to the workers as per the proportion of market inflation and also pays minimum wages to the contract workers. The demand for increased salary and wages as per inflation become the reason for poor industrial relations.
3. The attitudes of management towards labour: Attitudes of management toward workers are always negative, management enforces the factory rules, discipline among the workers and think about workers are deployed only for work as a machines.
4. Climate of the work place: Better safety measures, physical facilities, proper ventilation, proper lighting mostly affect the climate of the work place affect the atmosphere and sound relations
5. Role of Trade Unions: Trade Unions are meant for safeguarding the interest of workers and creating harmonious relations at the work place but it is found that most of the trade unions work in the favor of factory

SUGGESTIONS TO IMPROVE INDUSTRIAL RELATIONS

1. Provide the adequate salary and wages to the all type of workers as per the policy of factory and market inflation rate.
2. Provide the Better safety measures, physical facilities, proper ventilation, proper lighting for healthy industrial relations.
3. Trade Unions think about safeguarding the interest of workers and creating harmonious relations at the work place for sound industrial relations.
4. Management should kept the liberal and positive attitudes regarding pay scale, promotion, welfare activities to maintain good industrial relations among the employees.
5. By providing job security to the employee, employer can recognize the workers as a part of the company.

CONCLUSION

Cordial and peaceful Industrial relations between the management and employee are necessary for improving productivity by the utilization of all resources; industrial peace and settlement of all disputes such as prevention of strike in the factory good relation is required among the management to keep the healthy and sound relations.

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