

A STUDY ON PROBLEM FACED BY THE RESPONDENTS TOWARDS INDUSTRIAL RELATIONS AT V.O.CHIDAMBARANAR PORT TRUST IN THOOTHUKUDI

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Abstract

The term industrial relations is the nature of relationship between the employer and employee in an organization. It is an art of living together for the purpose of production, productive efficiency, human well-being and industrial progress. The existence of good human relations, organized labour movement, collective bargaining, fair dealing by management with the workers, joint consultation at all levels, is necessary for the establishment and maintenance of pleasant industrial relations and for building up new attitudes and institutions.

Keywords: Industrial relations, human relations, organization.

INTRODUCTION

Industrial relations are a multidisciplinary field that studies the employment relationship. It is the study of the laws, conventions and institutions that regulate 'the workplace'. The concept of industrial relations has a very wide meaning and connotation. In the narrow sense, it means that the employer, employee relationship confines itself to the relationship that emerges out of the day to day association of the management and the labour. In its wider sense, industrial relations include the relationship between an employee and an employer in the course of the running of an industry and may project it to spheres, which may transgress to the areas of quality control, marketing, price fixation and disposition of profits among others.

Industrial relations are the composite result of the attitudes and approaches of employers and employees to each other with regard to planning, supervision, direction and co-ordination of the activities of an organization with a minimum of human effort and friction, with an animating spirit of a cooperation and with proper regard for the genuine well-being of all members of the organization.¹ Monappa and Arun in their book on "Industrial Relations", stated that Industrial Relations played a crucial role in establishing and maintaining industrial democracy. In India, it had passed through several stages through a number of factors – social, economic and political have influenced industrial relations in India.² Industrial relations touch all aspects of labour such as union policies, personnel policies, and practices including wages, working conditions, labour welfare, social security, workers participation in management, grievances handling, solving industrial disputes and government action on labour matters.

REVIEW OF LITERATURE

Dwivedi Preeti (2018)³ in her study titled "Problem and Prospects of Industrial Relations in Public Sector Enterprises – A study on Coal India Limited" analyzed the industrial problems in the coal industry. The study suggested that both the management and the recognized unions should come forward to restore the relationship of Trust. To be more effective their co-operation is very important. The management also

needs to be more committed to implementing the plans properly. The study concluded that, with a huge manpower, Coal India Limited had taken every step to maintain a cordial relation. The organization had adopted a better kind of welfare activities which create an effective working environment and in turn better productivity. The premises and the departments were maintained healthy. All matters relating to safety, health and welfare of employees were properly implemented. It had given thrust on the participation of employees through many forums.

Absar (2012)⁴ in his paper entitled “Industrial relations in Bangladesh: A comparative scenario between public and private sector” discussed the industrial relations situation prevailing in Bangladesh. The study was aimed at explaining the difference between public and private sector enterprise of Bangladesh with respect to the overall status of industrial relations. The study found that private sector industrial enterprises were in a better position than public sector enterprises in terms of industrial relations.

Bagaram Tulpule (1976)⁵ in his study, “Management and Workers in Public Sector”, had analysed the problems of management and workers in the public sector, Conditions in public sector, the industrial climate change. Increasing professionalization of management, a greater sophistication of management practices through the adoption of modern management ideas and techniques, a deliberate effort to bring greater resilience and adaptability to the rules and procedures are distinctly in evidence. Personnel management and industrial relation practices to have become more modernised and at least the institutional framework, if not the essence, of collective bargaining, has been developed in most public enterprises. The level of workers’ emoluments had risen considerably and in the matter of implementation of labour laws, management of public enterprises no longer seek special privileges. Even labour participation in management was reported to have been seriously launched in a number of enterprises. At the interface between the enterprise on one hand and government and parliament on the other, however, one does not see change coining with comparable speed. In the absence of adequate changes at this interface, there were very definite limits to the degree to which basic changes in the management of public enterprises would be feasible.

STATEMENT OF THE PROBLEM

Ports play a vital role in Indian economic development. As in most of the developing countries, the ports in India have found increasing attention in recent years as one of the cheapest and eco-friendly harmless modes of bulk transport system. Establishment of a port plays an important role especially in the underdeveloped countries. In today's world, a country cannot rely on its internal trade alone for its economic development. S.D. Punkar (1969) found that “the weakness of industrial relation lies in the lack of uniformity and inadequacy of labour legislation”. Though several studies were conducted in V.O.Chidambaranar Port Trust, highlighting the problems of industrial relations, these efforts were incomprehensive. Besides, a study of industrial relations in the V.O.Chidambaranar Port Trust was not attempted in its entirety. Therefore, a complete review of the industrial relations in the V.O.Chidambaranar Port Trust Thoothukudi, with the objective of minimizing the intensity of disputes and the related aspects, is profoundly relevant.

OBJECTIVES OF THE STUDY

1. To study the socio economic profile of the V.O.Chidambaranar Port Trust employees.
2. To analyse the problem encountered by the employees towards Industrial Relations in the study area.

RESEARCH METHODOLOGY

The present research work is a descriptive and analytical study based on empirical observations and comprehensive survey. In order to study the industrial relations in the V.O.C. Port Trust, Thoothukudi, the researcher has used both primary and secondary data.

SAMPLING DESIGN

A sample of 200 employees were selected on the basis of Proportionate Random Sampling technique.

ANALYSIS AND FINDINGS OF THE STUDY

The brief analysis and interpretation are discussed below:

SOCIO-ECONOMIC PROFILE OF THE RESPONDENTS

Gender, age, education, marital status and salary are the sources of the basic personnel background dimensions which have a direct touching on the industrial relations in an organization.

Table 1: Demographic Profile of the Respondents

Variables	Group	No.of Respondents	Percentage
GENDER	Male	182	91
	Female	18	09
	Total	200	100
AGE	25 – 50	110	55
	50 and above	90	45
	Total	200	100
MARITAL STATUS	Married	197	98.5
	Unmarried	03	1.5
	Total	200	100
EDUCATIONAL QUALIFICATION	SSLC	60	30
	Up to HSC	81	40.5
	UG	59	29.5
	Total	200	100
MONTHLY SALARY	Less than 20000	02	1
	20000-40000	33	16.5
	40000-60000	90	45
	More than 60000	75	37.5
	Total	200	100

Source: Primary Data

In respect of the gender of respondents, it was found that the male employees accounted for 91 percent whereas only 2 percent were female. The dominant age group were 50 years and above who constituted 67 percent. A maximum of 40 percent of the employees had completed up to Higher Secondary level and a maximum of 50 percent of the respondents has a monthly salary of Rs.40000 to Rs.60000.

PROBLEM FACED BY THE RESPONDENTS

Identification and elimination of constraints in the industrial relations which cause the problem to the employees will help to strengthen the industrial relations. The researcher has identified two constraints and tabulated them for analysis.

In order to find out the extent and magnitude of problems caused by the constraints tabulated below, the researcher has measured the attitude of the employees towards the various constraints with the help of mean score and to find out the significant difference among the employees regarding the perception of the constraints, Garrett Ranking method has been administered.

PROBLEM-RELATED WITH THE WORK ENVIRONMENT AND WELFARE

Providing efficient work environment and welfare facilities supports the happier employee with their job that eventually influence the growth of an atmosphere.

Table 2: Problem related to Work Environment and Welfare Facilities

Sl. No	Problems	Garrett Mean Score	Rank
1.	Inadequate training programme	72.88	I
2.	Availability of recreational facilities are not satisfactory	70.20	II
3.	Incentives and fringe benefits offered to the employees are quite poor	53.65	III
4.	Employees children education facilities Are not satisfactory	51.56	IV
5.	No drinking water facilities at department wise	38.28	V
6.	Poor maintenance of toilets, Washing points and dustbins	34.28	VI
7.	Inadequate non-monetary benefits like awards, Club membership	28.65	VII

8.	No crèche facilities	23.43	VIII
9.	Lack of guidance and counseling	18.19	IX
10.	Inadequate benefits for dependents	12.82	X

Source: Primary Data

Table 2 depicts the problems that are being faced by the respondents of V.O.C Port Trust along with the mean score and ranks. It is inferred from the table that out of the ten identified problems, 'Inadequate training programme' is ranked as the first and foremost problem with the highest mean score of 72.88 followed by 'Availability of recreational facilities are not satisfactory' is ranked as the second problem with a mean score of 70.20, 'Incentives and fringe benefits offered to the employees are quite poor' and 'Employees children education facilities are not satisfactory' are ranked as third and fourth problem with a mean score of 53.65 and 51.56 respectively. The problem, 'Inadequate benefits for dependent' is ranked as tenth problem with a mean score of 12.82.

PROBLEM-RELATED WITH WORKERS' PARTICIPATION IN MANAGEMENT

The participation of the workers in the management of an enterprise could promote industrial peace through a better understanding between the employer and the employees.

Table 3: Problem related with workers' participation in management

SI. No	Problems	Garrett Mean Score	Rank
1.	Delays in the implementation of the decisions of participative bodies	72.10	I
2.	Multiplicity of participative forms	63.72	II
3.	Failure to imbibe the spirit of participation by the parties	57.15	III
4.	Ideological difference between employees and employers regarding the degree of participation	45.58	IV
5.	Lack of strong trade unionism	40.25	V
6.	Illiteracy of Workers	35.14	VI
7.	Non-co-operative attitude of the working class	22.95	VII
8.	Unhappy industrial relations	14.75	VIII

Source: Primary Data

Table 3 clearly shows the problems of employees along with their respective mean score and ranks. It is clear from the above table that out of eight identified problems, 'Delays in the implementation of the decisions of participative bodies' is ranked first with the highest mean score of 72.10 followed by 'Multiplicity of participative forms' is ranked as second with a mean score of 63.72. The problem of 'Failure to imbibe the spirit of participation by the parties' ranked as third with a mean score of 57.15 and the problem 'Unhappy industrial relations' is ranked as eighth with a mean score of 14.75.

SUGGESTION AND CONCLUSION

The maintenance of the good relationship is the main theme of industrial relations because in its absence the whole edifice of organizational structure may crumble down. To bring out this industrial relation, the government also introduces laws, rules, agreements, awards etc.. Prominent strategies have to be adapted to provide the good congenial working environment. The existing good relations are to be improved to meet the changing requirements, which will result in perfect industrial relations.

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