

INDUSTRIAL RELATION'S IS A GOOD WAY TO ENHANCE THE PRODUCTIVITY

Mehtab Ahmad Khan

UGC-NET

Research Scholar

Department of Commerce and Business Administration

University Of Allahabad, Prayagraj

Uttar Pradesh.

ABSTRACT

In the current scenario dynamic business environment wants to become a successful organization. This cannot possible without human resource. The most important asset is human resource (man power) is known as life blood of any organization. Man power is the important factor of productivity and distribution of organization. Wages, fund and salaries of the labour is directly associate with Productivity. This research paper is identifies the determinants of productivity gain in an industry and the impact of human inputs on productivity. This paper suggests professional approach to various dimensions of industrial relation in the light of various constraints the enterprise encounter. Finally suggestions are made which provide further insight, for managers of organizations on IR practices contributing towards increased productivity. The outcomes of our research indicate strong relationship between manpower and productivity. Lastly our research paper is become more important become drastically changes in organization due to globalization, privatization and liberalization.

KEY WORDS: Human Resource, Productivity, Industrial Relation, Organization.

INTRODUCTION

Human Resource Management is the qualitative improvement of human beings who are considered the most valuable assets of Organizations – the sources, resources and end users of all products and services. HRM is no doubt, and outgrowth of the older process and approach. But it is much more than its parent discipline, viz. Personnel management and behavioral science. HRM is also more comprehensive and deep rooted than training and development. Its approach is multidisciplinary from the beginning to the end. It is a scientific process of continuously enabling the employees to improve their competency and capability to play their present as well as future expected roles.

Management is primarily dealing with human beings and human problems are present everywhere. According to Lawrence Apply, “Management is the development of people, not the direction of things. “In the modern era of automation and computerization, machine is useless without competent people to run it. Human Resource management has become very significant in recent decades.

The development of healthy industrial relations requires the co-existence of very strong and well organized Trade Unions and also an association of the employers at the state level. In other words, the attitude of the management towards labour should be cordial, sympathetic, positive, humanistic and democratic in order to eliminate frustrations, animosity and poor industrial relations. Such an attitude on the

part of the employers would provide job security to the workers and would provide also an opportunity for labour participation in management. This participation would enable the labour force to take an active part in those management decisions, which would affect the terms and conditions of their employment. The mutual association of the labour and the management would create a congenial atmosphere, free of animosity, for consultations, discussions and negotiations, which would ultimately lead to harmonious labour management relationships. Therefore, the scope of industrial relations is becoming more and more wider with the steady and speedy growth in the pace of industrial development. In this way, the management, the employers, the trade unions and the state might take a keen interest in maintaining good industrial relations by playing their respective roles in a responsible way which would go a long way in promoting industrial peace and in bridging and establishing good labour management relationships.

REVIEW OF LITRATURE

The primitive man used a part of his labour to produce the crude tools which in the present day terminology could be called his capital. These tools could not be said to be independent of the man and could not be termed as an independent factor production. We have come to identify four factors of production

- A. Land
- B. Labour
- C. Capital and
- D. Organization

Thus, when a factory is established to produce something we say that four factors of production have combined to work together to produce a result.

According to Englama (2001) Industrial relation refers to the combination of interactions that take place between the employee and employer in an organization. He believed that the fundamental problem in all organization, whether business, educational, local or national, was in developing and maintaining a dynamic and harmonious relationship. To achieve this, group dynamics, policy making by consultation, diffusion of authority, delegation, vertical and horizontal communication, have to be ushered in. Productivity is largely dependent on the morale of the employee. If the productivity of the enterprise has to remain on the higher side, it is compulsory required that morale of its employees is higher.

According to Humphrey, (1991) If we take industrial relation as an important factor affecting productivity, we will see that trade dispute does not only affect productivity through labor loss alone but when there are incessant work stoppages, machines and other fixed and variable capitals are not fully utilized it reduces the level of output and increasing average cost.

According to Yesuffu (2000) The overtime ban is the refusal of Union members to work over time, in most cases this is meant to increase the production cost of the firm since the machine will be underutilized. The work-to-rule, on its own, is when workers follow the rule strictly to the extent that output is affected. This also serves to increase the production cost.

According to (Collier and Gunning 1999, Pack) Various studies using firm-level data that look at the determinants of productivity in Sub-Sahara Africa reveal the importance of education, new technology, and skill level of the labour force in raising productivity.

RESEARCH METHODOLOGY

The aim of this study is mainly focus on the Industrial Relation is the way to enhance productivity. Man power is the main important chain between industry and production. My study is based on two major source of research. This study was conducted through the collection and analysis of various publications on this field. The secondary source refers various publications that have been made in their area about studies, various academic debates and

analysis the different findings. These publications have been published in various journals, conference and books.

SCOPE OF STUDY

In the current scenario in the globalization era the most important is manage the labour in industry. Industrial Relation between man and machine productivity of industry has been increase. Industry provide wages, salary, and provide facilities for worker to become a good relation develop between industry and worker. The main purpose and scope of the study is to identify the influence of man power for productivity in industry.

OBJECTIVE OF THE STUDY

1. To study the industrial relation is related and contributes towards productivity.
2. To identify the determinants of productivity increase in industry.
3. To study the improvement working condition of the employees.
4. To study the labour welfare of the employees.
5. To make a recommendation on improving industrial relation.

Industrial relation is related contributes towards productivity

C.J. Hawkins has very aptly remarked: "Production functions are in reality imposed by the laws of humanity and not of physics. People are not molecules, behaving in a constant, consistent, mechanical fashion, always the same, universally yielding and identical response to a given set of stimuli. People are a composite of likes, dislikes, emotions, urges, morals, and much more. They need motivation to give of their best. Their best varies from day to day, from place to place from factory to factory. No two human inputs are identical. One hundred men under one manager will produce a different output from the same men under a different manager. Man can vary the quantity and quality of his output. His output almost never achieves the maximum of which he is capable; the difference between this and what has been achieved has been called 'X' in efficiency."

Determinants of productivity growth in industry

There are reasons to expect a favorable effect from trade or openness on industrial productivity. Trade leads to efficient production through gains from specialization and exchange (Mitra and Ural, 2007). Availability of larger variety of inputs can augment firms' productivity through greater division of labour and/or through better matching between output and inputs (Krugman and Obstfeld, 2005). The increased competitive pressures on industrial units in a liberalized trade regime force them to be more efficient in the use of resources through better organization of production, or effective utilization of labour, or capacity), ultimately leading to higher productivity. In addition, trade can affect R and D and hence productivity in two contrasting ways as argued by Devarajan and Rodrik (1991). Trade liberalization also induces firms to invest in R and D to increase efficiency, thereby enabling them to face the increased competition arising from international trade (Kathuria, 2008). Trade, as found by Melitz (2003) can also force least productive firms to go out of the market thereby reallocating resources to the surviving firms so as to increase overall productivity of the industry. Several studies show a beneficial effect of exports on firm TFP (see for instance, Kraay, 1999; Blalock and Gertler, 2004; Fernandes and Isgut, 2006). The evidence for developing countries, including Asian countries, however is mixed (see Das, 2002 for a review of these studies). The productivity of various inputs in production clearly depends on the quality of public infrastructure. For instance, the quality of human capital unambiguously depends on the quality of education, health and social services as provided by the government. Investment on infrastructure and social services is thus, another policy variable having positive impact on productivity (Mitra and Ural, 2007; Iskasson, 2007). Studies by Tan and Lopez-

Acevedo (2002), Aw et al., (2005) among others have found positive influence of human capital and training on the firm's TFP.

It can be clearly seen that some of the determinants discussed such as infrastructure and a favorable business environment are outcomes of good state-business relations (SBRs). Some indeed are determined nationally such as trade and competition policies. Others such as technological factors and R and D intensity may be determined at the industry level.

Labour Welfare

Labour is bodily or mental exertion tending to supply wants of community. It is an important factor of production which is very difficult to handle. Industrial prosperity depends upon the welfare of labour. Dealing with labour is dealing with feelings. Wage is not the sole consideration and incentive for workers to put in their best. So to attract and extract maximum out of labour and to discharge the social responsibility towards labour, something has to be done in addition to the payment of wages, i.e., labour welfare.

Concept of Labour Welfare - The term 'labour welfare' cannot "anything done for comfort and improvement, intellectual and social, of the employees over and above wages paid, which is not a necessity of the industry. It has two sides, negative and positive. On the negative side it is associated with the counteracting of the baneful effects of large scale industrial system of production, especially capitalistic so far as India is concerned, on the personal, family and social life of the worker. On the positive side, it deals with the providing of opportunities for the worker and his family for a good life as understood in its most comprehensive sense.

The ILO defined "labour welfare" as "such services, facilities and amenities as adequate canteens, rest and recreation facilities, arrangements for travel to and from work and for the accommodation of workers employed at a distance from their houses, and such other services, amenities and facilities as contribute to improve the conditions under which workers are employed". To sum up all the measures taken up by the employer, government, trade unions and others for the betterment of workers life inside and outside the factory can be taken as labour welfare measures. In the labour welfare facilities is:

1. Latrines and urinals.
2. Washing and bathing facilities.
3. Creches.
4. Rest shelters and canteens.
5. Arrangements for drinking water.
6. Arrangements for prevention of fatigue.
7. Health services including occupational safety.
8. Administrative arrangements within plant to look after welfare.
9. Uniforms and protective clothing.
10. Shift allowance.
11. Maternity benefits

Recommendation of improving Industrial Relation

Good labour management relations depend on employers and trade unions being able to deal with their mutual problems freely, independently and responsibly. The trade unions and employers and their organization must be desirous of resolving their problems through collective bargaining though in resolving such matters the assistance of appropriate government agencies may be necessary in public interest. Collective bargaining therefore is the corner stone of the good relations and hence the legislative framework of industrial relations should aid the maximum use of their process mutual accommodation. The workers and employers organization should be desirous of associating with the government agencies in consideration of the general public, social and economic measures affecting employers and workers relations.

Conclusion

Production is very important for any industry and organization, and this only dependent upon man power. Salary, wages and fund and other benefits is the motivation factor of employee. Good working condition is the stimulating factor of workers.

For the growth and development of industry, changes have to be welcomed; otherwise the organization will stagnate and be left behind. If the need for change is jointly felt by all partners of production its acceptance can be high. Workers' participation in change strategy can facilitate acceptable solutions with a view to secure effective and smooth implementations of decisions. Workers' participation can encourage communication at all levels. Since both partners of production are involved in the decision-making there will be fewer changes of distortion and or failure in communicating the decision. Joint decision- making ensures there will be minimum industrial conflict an economic growth can be free form distracting strife. Workers' participation at the plant level can be seen as the first step to establishing democratic values in society at large.

Reference

1. Pallavi kumara in Arth Prabhand: A Journal of Economics and Management Vol.2 Issue 5 May 2013, ISSN 2278-0629.
2. Anyawu, U.O. (2003): "Productivity And Capacity Building", Paper presented at the 44th Annual Conference of the Nigerian Economic Society (NES), May 14, 2007
3. Arnold, J. And Javorcik, B. (2009) Gifted kids or pushy parents? Foreign acquisitions and plant productivity in Indonesia, Journal of International Economics, 79, 42-53.
4. Collier, P and J. Gunning (1999): "Explaining African Economic performance". Journal of Economic Literature 37(1): 64-11
5. C. J. Hawkins, "Some Effects of Workers' Participation" in David F. Hesthfield (Editor), Economics of Codetermination, p. 36.
6. Devarajan, S. And Rodrik, D. (1991) Pro-competitive effects of trade reform: results from a CGE model of Cameroon, European Economic Review, 35, 1157-1184
7. Tamilselvan.R , Bhavani.K, Impact of Industrial Relations on Employee Productivity in Asian Journal Of Management Research ISSN 2229-3795.