

IMPACT OF VARIOUS COMPONENTS OF THE OVERALL ATTITUDE OF EMPLOYEES TOWARDS INDUSTRIAL RELATIONS AT V.O.CHIDAMBARANAR PORT TRUST IN THOOTHUKUDI

Dr.R.Samundeswari,

Assistant Professor Department of Commerce, A.P.C Mahalaxmi College for Women, Thoothukudi -628002.

INTRODUCTION

The term industrial relations denotes the collective relationship between the parties concerned with industry. The two parties who are directly and primarily concerned with industry are the employer/management and the employee/ labour/ trade unions. Both the parties need to work in a spirit of cooperation, adjustment and accommodation. In other words, industrial relations is the composite result of the attitudes and approaches of employers and employees towards each other with regard to planning, supervision, direction and co-ordination with a minimum of human efforts and frictions with an animating spirit of co-operation and with proper regard for the genuine well-being of all members of the organizations.

Cordial industrial relations in various industries would lead to a higher level of productivity, greater efficiency and the prevalence of industrial peace in the country. On the other hand, poor industrial relations would give rise to hurdles and impediments in the smooth and speedy development of industries in the country. In a developing country like India, industrial unrest is considered undoubtedly as a great hindering factor for the growth of both the industry and the economy as a whole.

REVIEW OF LITREATURE

Amwayi Joshuae (2015) in his study titled, "Factors Affecting Performance of Trade Unions in Kenya: A Case Study of Communication Workers Union", analyzed the factors that affect the performance of trade unions in Kenya. The general objective of the study was to determine the factors that influence the performance of trade unions in Kenya and focusing on communication workers union. From the study, it can be concluded that regulatory framework, organization structure, leadership styles and union-management relations do affect the performance of trade unions in Kenya. Leadership always started from the top to going down and it was recommended that the union should exhibit styles which ensured that it conformed with the organization's aspirations so that it could allow the union to thrive and promote its performance.

Almas Sultana (2016) in his study titled, "A Comparative Study of Industrial Relations in Public and Private Sector Enterprises in India", analyzed a comparative view of trends in industrial relations in public and private sector enterprises in India on the basis of the number of industrial disputes, number of workers involved and man-days lost in disputes and over a period of 25 years (1991- 2015). The study concluded that there was a significant difference between public and the private sector in India with respect to the number of industrial disputes and the private sector, on an average, had a higher number of disputes as compared to the public sector.

Navin Kumar Koodamara (2016) in his study, "The Changing Role and Perspective of Trade Unions in India" attempted to understand various factors with negative growth factor of the Trade Union and also changing the role of a trade union in India. The study showed that a trade union was one of the major components of industrial relations system in India. It was an association of employees to protect their interests and rights. Protection of basic human rights, especially in developing nations forces unionisation which was instrumental in improving the quality life of working class. In the absence of a union, the employer might become too paternalistic and dictatorial. Rapid technological change and pay revisions undoubtedly change the working conditions but they lost control over their employment. The structural change of working class and competition intensity changed the role of a trade union and at the same time, the employer also became more skilled and sensitive in managing the working class.

Obisi Chris (2017) in his article, "The Changing Role of State in Industrial Relation and Social Protection" suggested that the government should intervene periodically in the management and provision of social protection. The appropriate intervention of the state in industrial relations and social protection depends largely on the need and timing of the role. However for a developing economy like Nigeria state intervention should be on a regular basis.

STATEMENT OF THE PROBLEM

The present study makes an attempt to analyse the impact of various components of the overall attitude of the employees towards industrial relations at V.O.Chidambaranar Port Trust in Thoothukudi.

OBJECTIVES OF THE STUDY

1. To study the socio economic profile of the V.O.C Port Trust employees.
2. To study the impact of various components of the overall attitude of the employees towards industrial relations in the study area.

SCOPE OF THE STUDY

The present study is an attempt to analyze and examine the actual scene of industrial relations prevailing in the V.O.C. Port Trust under study. The study covers only the permanent Class III and IV employees of Thoothukudi V.O.C. Port Trust. The study does not cover the Class I and II officers and contract private employees mainly because it would be difficult to get an authentic data, also there is no union for them. In order to get the opinion of the respondent viz. supervisors, clerks and labours, the researcher has identified these as major actors in the field of industrial relations.

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. Sample of 220 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

Table 1: Demographic Profile of the Respondents

Variables	Group	No. of Respondents	Percentage
GENDER	Male	210	95
	Female	10	5
	Total	220	100
AGE	25 – 50	90	41
	50 and above	130	59
	Total	220	100
MARITAL STATUS	Married	212	96
	Unmarried	08	4
	Total	220	100
EDUCATIONAL QUALIFICATION	SSLC	65	30
	Up to HSC	95	43
	UG	60	27
	Total	220	100
MONTHLY SALARY	Less than 20000	04	2
	20000-40000	38	17
	40000-60000	100	46
	More than 60000	78	35
	Total	220	100

Source: Primary Data

It has been found that the work force of V.O.C Port Trust, Thoothukudi consists of male members who form 95 percent of the total employees in V.O.C Port Trust. The dominant age groups were 50 years and above who constituted 59 percent. According to 43 percent of the employees had completed up to Higher Secondary level and a maximum of 46 percent of the respondents has a monthly salary of rs.40000 to rs.60000.

IMPACT OF VARIOUS COMPONENTS OF THE OVERALL ATTITUDE OF EMPLOYEES TOWARDS INDUSTRIAL RELATIONS

The impact of various components of the overall attitude towards industrial relations has been analyzed with the help of multiple regression analysis.

Table 2: Attitude of Employees towards Industrial Relations

Variables	Notation	Regression coefficient in		
		Supervisors	Clerks	Labours
Constant	B ₀	2.302**	2.015**	1.776**
Score on allowances and Advances	X ₁	0.117**	0.121**	0.367**
Score on training programme	X ₂	0.185**	0.104**	0.380**
Score on interpersonal Relationship	X ₃	0.051 ^{NS}	0.279 ^{NS}	0.295**
Score on work environment	X ₄	0.157*	0.723**	0.231*
Score on welfare facility	X ₅	0.134**	0.122**	0.128**
Score on grievances	X ₆	-0.130 ^{NS}	-0.016 ^{NS}	0.206**
Score on trade union	X ₇	0.217 ^{NS}	0.211*	0.521**
Score on workers' participation in management	X ₈	0.120*	0.321*	0.204**
	R ²	0.475	0.336	0.752
	F-test	5.011**	20.688**	204.134**

Source: Primary data

*Significant at five percent level

**Significant at one percent level

NS – Not Significant

The variables which significantly and positively influenced the supervisors on overall attitude towards industrial relations are allowances and advances, training programme, work environment, welfare facilities and workers' participation in management. The coefficient of determination 0.674 indicates that various components of the overall attitude towards industrial relations are explained by the score of eight independent variables to the extent of 67.4 percent. The F value of the regression analysis is also significant. Other variables are having a low impact on the industrial relations.

Among the clerical employee allowances and advances, training programme, work environment and welfare facilities trade union and workers' participation in management directly and significantly influence the attitude of the employees towards industrial relations. The coefficient of determination (R²) indicates that attitude of employees towards industrial relations is influenced by motivating the independent variables to the extent of 82.9 percent. The F statistics of the regression model is significant.

The variables which positively and significantly influence the industrial relations are allowances and advances, training programme, interpersonal skill, work environment, welfare facilities, grievances, trade union and workers participation in management among the labours. The coefficient of determination (R²) indicates that the employee attitudes towards industrial relations are influenced by motivating the independent variables to the extent of 75.2 percent. The F statistics of the regression model is significant. The analysis reveals that if all the variables are additionally focused then more employees would show the positive impact on industrial relations.

CONCLUSION

To conclude, 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 adopted 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.

REFERENCES:

- [1] Amwayi Joshuva, "Factors Affecting Performance of Trade Unions in Kenya: A Case Study of Communication Workers Union", International Journal of Social Science Management and Entrepreneurship, Vol.2, no.1, p.139.
- [2] Almas Sultana, "A Comparative Study of Industrial Relations in Public and Private Sector Enterprises in India", Asia Pacific Journal of Research, Vol 1, no.43, p.83.
- [3] Navin Kumar Koodamara, "The Changing Role and Perspective of Trade Unions in India", International Journal of Management and Applied Science, Vol.2, p.70-72.
- [4] Obisi Chris, "The Changing Role of State in Industrial Relation and Social Protection", Bharathi Vidyapeeth's Institute of Management Studies & research Journal of Management Research, Vol.9, no.1, p.8-15.
- [5] Aswathappa, K., Human Resource and Personnel Management, Tata McGraw-Hill Publishing Company Limited, New Delhi, 2001.
- [6] Dale Yoder, Personnel Management and Industrial Relations, Prentice- Hall of India, New Delhi, 1974.
- [7] C.B. Mamoria, Industrial Labour and Industrial Relations in India, Himalaya Publishing House, Bombay, Vol. II, 1976.

