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A STUDY AN ANALYZE THE FACTORS INFLUENCING THE INDUSTRIAL RELATIONS IN TANCEM AND DALMIA CEMENT COMPANIES, ARIYALUR DISTRICT

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Abstract

Industrial relations play a crucial role in establishing and maintaining industrial democracy. The establishment of good industrial relations depends on the constructive attitude on the part of both the management and the unions. The maintenance of good human a relationship is the main theme of industrial relations, because in its absence the whole edifice of organisational structure may crumble. Industrial relation is an art of living together for the purpose of production, productive efficiency, human well-being and industrial progress..

Keywords: *Industrial relations, TANCEM, DALMIA, Co-operative societies.*

Introduction

Industrial relations play a crucial role in establishing and maintaining industrial democracy. The establishment of good industrial relations depends on the constructive attitude on the part of both the management and the unions. The maintenance of good human a relationship is the main theme of industrial relations, because in its absence the whole edifice of organisational structure may crumble. Industrial relation 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, organised labour movement, collective bargaining, fair dealing by management with the workers, joint consultation at all levels, etc. is necessary for the establishment and maintenance of harmonious industrial relations and for building up new attitudes and institutions. Thus, no

industry can flourish unless there is industrial peace and co-operation.

Scope of the Study

The articles is concerned the industrial relations components such as organizational/management support, functional support/co-workers support, supervisor support and union support are taken for analysis and discussion. The outcome of this research can be generalized among the industrial relations concept of two selected companies such as TANCEM & DALMIA the study can address the issues that related with industrial relations during the given environment however if there is any significant changes happen on any one of the taken variables the probability rate of the industrial relations can be changed.

Significance of the Study

In today's fast changing industrial world, too many relevant issues have to be addressed and to drawn suitable solutions

within the stipulated timeframe. It is need of the hour because, to maintain and ensure an uninterrupted production, the required amount of productivity, the smooth industrial atmosphere is the key and it will enable the sustainable development of industry. Among several issues of industrial world, to avoid industrial disputes and maintain smooth industrial relation is the most vital one. To maintain the industrial relation in any industry/company, several variables and attributes have to identified and addressed. It is a challenging task in the today's environment, especially in manufacturing industries because, the level of understanding, awareness, amount of flexibleness and tolerance are not up to the standard among both employers and employees.

Objective of the Study

To analyze the factors influencing the industrial relations in TANEM and DALMIA Cement Companies.

Statement of the Problem

The industrial relation is the key to bring and achieve the desired target of any business. In this same context, to keep the sustainable growth and development of any cement company, it has to maintain the smooth industrial relation becomes inevitable. Since a decade a healthy competition is going on between cement companies, and this trend forcing all corners of the social researchers to turn their attention towards this issue of Industrial Relations. Due to these unlimited growths of cement companies, the maintenance of industrial harmony or relation is becoming a crucial role, and a challenging task. However the maintenance of industrial relations is concerned, there is a huge gap and the difference between the public and private ltd., cement companies, such as the working environment, salary and wage pattern, motivational methods, freedom, self role and etc., In public ltd., cement companies there is an enough amount of freedom and autonomous to the working population is decided to focus his attention and to select this issue as a title for his research work. However the general perception of the public and the experts towards the freedom working environment of the private cement companies is entirely different the comparison with public ltd., cement companies.

Variables Used in this Study

1. Organizational / Management Support
2. Functional Support [Co-workers support]
3. Supervisor Support
4. Union Support

Review of Literature

- a. **Balan Pillai. K (2006)** revealed that industrial relations system in the cashew industry was very much influenced by the economic conditions of the industry as well as the organisational structure and experiments with Conciliation and Industrial Relations Committee
- b. **Subramanian. S and Rao K.S. (2007)** observed that the involvement of employees in the administration of social security and welfare measures such as canteen committees, grievance committees, works committees, joint management councils, etc. had yielded a significant positive outcome in maintaining good industrial relations.
- c. **Mathur B.P. (2009)** opines that solutions imposed through adjudication or arbitration do considerable harm to the growth of harmonious relations between management and trade unions and need to be avoided. It is felt that the bipartite forum for settlement of industrial disputes should be strengthened. Politicisation of trade union movement should be minimised. 'One enterprise one union' should be enforced for industrial peace.
- d. **Muralidhar Rao A., Maddilety G. and Jaya Sheela (2012)** observed that the causes of strikes and lockouts in industrial sectors as lack of unity in trade unions among workers, low working conditions and outdated technology and over employment.
- e. **Nageshwar Sharma and S.P.Sah (2012)** have found that the demand for increase in wages to meet enhanced cost of living was the main cause of strike. A flood of strikes swept through the country and some strikes were successful and some were unsuccessful.

Research Methodology

Research Design

The research design which is concerned with this title is descriptive in nature. Because this study is try to describe the characteristics of different existing variables like Organizational

/ Management Support, Functional Support, [Co-workers support] Supervisor Support and Union Support .

Data Analysis

This article is analytical in nature because application of tool becomes necessary.

The following tools have been used in this article.

1. t-test
2. Freidman Test
3. Analysis of Variance (ANOVA)
4. Regression Analysis

Data Analysis and Interpretation

Respondents' Opinion about Various Dimensions of Industrial Relationship

Dimensions	Low	High	Min.	Max.	S.D	Median	Mean	Mean Rank
Organizational / Management Support	314(49.3%)	323(50.7%)	57	97	6.164	82.00	81.31	1 st
Functional Support [Co-workers support]	349(54.8%)	288(45.2%)	28	51	4.212	40.00	40.45	2 nd
Supervisor Support	269(42.2%)	368(57.8%)	22	49	4.977	38.00	36.85	4 th
Union Support	286(44.9%)	351(55.1%)	27	47	3.627	38.00	37.79	3 rd
Overall industrial relationship	318(49.9%)	319(50.1%)	167	221	9.670	197.00	196.40	-

The above table indicates that half (50.7 per cent) of the respondents were high level opinion about organizational/ management support and remaining 49.3 per cent of the respondents were low level opinion. The mean and S.D value is 81.31 and 6.164. More than half (54.8 per cent) of the respondents were low level opinion about functional support (co-workers support) and remaining 45.2 per cent of the respondents were high level. The mean and S.D value is 40.45 and 4.212. More than half (57.8 per cent) of the respondents were high level opinion about supervisor support and

remaining 42.2 per cent of the respondents were low level. The mean and S.D value is 36.85 and 4.977. More than half (55.1 per cent) of the respondents were high level opinion about union support and remaining 44.9 per cent of the respondents were low level. The mean and S.D value is 37.79 and 3.672. More than half (50.1 per cent) of the respondents were high level opinion about overall industrial relationship and remaining 49.9 per cent of the respondents were low level. The mean and S.D value is 196.40 and 9.670.

Difference between TANCEM & Dalmia cements respondents and their overall industrial relationship

Research hypothesis (H₀): There is no significant difference between TANCEM & Dalmia cements respondents and their overall industrial relationship

Alternative Hypothesis (H₁): There is a significant difference between TANCEM & Dalmia cements respondents and their overall industrial relationship

Type of Company	Mean	S.D	Statistical inference
Organizational / Management Support			
TANCEM (n=365)	80.51	6.396	T=-3.805 Df=635 .000<0.05 Significant
Dalmia (n=272)	82.37	5.679	
Functional Support [Co-workers support]			
TANCEM (n=365)	41.53	4.321	T=7.823 Df=635 .000<0.05 Significant
Dalmia (n=272)	39.00	3.591	
Supervisor Support			
TANCEM (n=365)	36.51	4.946	T=-2.012 Df=635 .045<0.05 Significant
Dalmia (n=272)	37.31	4.991	

Union Support			
TANCEM (n=365)	37.67	3.780	T=-1.024 Df=635 .306>0.05 Not Significant
Dalmia (n=272)	37.96	3.411	
Overall industrial relationship			
TANCEM (n=365)	196.22	10.057	T=-.560 Df=635 .575>0.05 Not Significant
Dalmia (n=272)	196.65	9.139	

Statistical test: Student 't' test was used the above tables

The above table reveals that there is no significant difference between TANCEM & Dalmia cements respondents and their overall industrial relationship. The overall industrial relationship opinion about TANCEM cements respondents mean value is 192.22 SD value is 10.057; were as DALMIA cements respondents mean value is 196.65 SD value is 9.139. Hence, the calculated value greater than table value (.575 > 0.05). So the research hypothesis (H_0) rejected and the alternative hypothesis (H_1) accepted.

Findings

1. There is a significant relationship between various dimension of the industrial relationship and their overall industrial relationship of TANCEM. Hence, the calculated value less than table value ($p^{**} < 0.01$). So the research hypothesis (H_0) rejected and the alternative hypothesis (H_1) accepted.
2. One third (31.8 per cent) of TANCEM cements respondents and 34.2 per cent of Dalmia cements respondents were strongly agreed about "the organization would grant a reasonable request for a change".
3. One third (37.8 per cent) of TANCEM cements respondents and 39.7 per cent of Dalmia cements respondents were strongly agreed about "the If I lay off; the organization is never preferred to hire some one, instead of me".
4. One third (37.3 per cent) of TANCEM cements respondents and 39.7 per cent of Dalmia cements respondents were strongly agreed about "the organization cares about my general satisfaction at work".
5. One third (32.9 per cent) of TANCEM cements respondents and 33.8 per cent of Dalmia cements respondents were strongly agreed "If I decided to quit, organization would try to persuade me to stay".
6. One third (36.2 per cent) of TANCEM cements respondents and 37.9 per cent of Dalmia cements respondents were strongly

agreed about "the organization cares about my opinion".

Conclusion

A good Industrial Relations increases the morale of employers and goods them to give their maximum, each think of their mutual interest which paves way for introduction of new methods, developments and leading to adoption of modern technology. This progressive ways when designed with their mutual interest and consent develops many incentive propositions, effective participators forum is created in management. Profit are shared, workers get their dues in the organization leading to job satisfaction-which is needed for good relations. Good industrial relation increase production, improves quality of work and products efficiency of workers increased. Cost of production lowered. Bad Industrial Relations leads to industrial unrest industrial dispute and a downward trend to industries workers and the nation. The essence of good industrial relation lies in the bringing up of good labour relations which gives a forum to understand each other (employer, employee) properly.

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