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Labour Management In Manufacturing Sector In Chennai: A Study

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INTRODUCTION

Measurement of labor management approach is a complex phenomenon since it involves the human element. Labor-management approach are the interacting relations between labor (employees) and management (employers). 'Management and labor' is the English term used in EC law to refer to organizations representing workers and employers. The equivalent term used in other language versions is 'social partners'. Based on expounding, the essence of labor-management relation confliction and cooperation. Relationship between employers and employees and their dealings with each other. In most industries, wages and conditions are determined by free collective bargaining between employers and trade unions. Some European and American countries have worker participation through profit-sharing and industrial democracy. Another solution is co-ownership, in which a company is entirely owned by its employees. The aim of good industrial relations is to achieve a motivated, capable workforce that sees its work as creative and fulfilling. A 1947 federal law designed to protect employers, employees, and the public. It governs union activities and provides an arbitration mechanism for strikes that cause national emergencies.

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Demand for experts in labor-management relations continues to grow as new legislation and court rulings continuously update standards for employment conditions. Acquire the practical skills and knowledge essential to constructive labor-management relations. Examine the most current regulations, and learn to prepare information for use during negotiations. There have been several attempts to make the study of human relations more scientific. Human behavior changes too much from one period to the next, to permit scientific, exact prediction. Human behavior can be studied only by other human observers, and these always distorts fundamentally the facts being observed, so that there can be no objective procedures for achieving the truth. Human behavior thus becomes the study of infinitely variable, unique and non -measurable situations, rather than the investigation of repetitive, simplify able and observable behaviors. Thus, physical sciences cannot serve as a model for social sciences. Several attempts have been made to measure the attitudinal framework of humans in a scientific manner. Concepts, premises and procedures have been re-examined so that measurement could be possible through empirical research and use of quantitative techniques.

NEED FOR THE STUDY

There are various traditional manufacturing sectors in the city of chennai , so it is necessary to study and analyze the level of engagement of labours in the organization. To analyze the safety measures, welfare measures and the effectiveness of Pre-training & Post-training. To find out the relation between labour and management, for maintaining a healthy & safety work environment for a better job satisfaction, improved performance and productivity.

OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVES

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- To Study the Labour management approaches in select manufacturing companies in the city of Chennai.

SECONDARY OBJECTIVES

- To find the level of participation and involvement of labours in the work environment.
- To find the wages & benefits provided to the labours.
- To study the relations between the labour and management in the organization.
- To study the effectiveness of training provided to labours in the organization.

SCOPE OF THE STUDY

This study aims to help the organization to identify the labour opinion towards the management based on there working conditions, wages & benefits, Labour management relations and training & development needs. It also aims to help the employees to share their honest opinions towards the management, to improve their own job satisfaction, performance and productivity. For future researches, they can study the challenges faced by labours in an organization because of some traditional policies followed and also study the same in other companies on how they are managing the relation between labour and management. The study was conducted by selecting few manufacturing organizations in the city of Chennai.

SAMPLING PROCEDURE

Sampling Unit

The study was conducted at select manufacturing organizations in the city of Chennai.

Sample Elements

The data has been collected from the Labours working in different modules.

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Sampling Method

The researcher has used convenience sampling method as, Convenience sampling is a non-probability sampling technique where subjects are selected because of their convenient accessibility and closeness to the researcher.

Total Population

The total population of the employees is 600.

Sample Size

The Sample size of the research is 108.

Tool Used for Data Collection

The tool used to collect the data is Questionnaire

Tool Used for Data Analysis

Statistical tools

SPSS is one of the most prevalent statistical packages which can achieve highly complex data manipulation and analysis with simple instructions, using this the researcher has entered data, coded data, derived frequency distribution table, pie-charts and calculated chi-square and correlation which would make conclusions with key managerial and research implications.

Correlation Test

Correlation Test is a bivariate analysis that measures the strengths of association between two variables. A correlation coefficient is a statistical measure of the degree to which changes to the value of one variable predict change to the value of another. In positively correlated variables, the value increases or decreases in tandem. In negatively correlated variables, the value of one increases as the value of the other decreases.

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Various Modules of Respondents

S. No	Responses	Frequency	Percent
1	Rubber wheels manufacturing	47	43.5
2	Abrasives mini wheel Manufacturing	17	15.7
3	Abrasives big wheel Manufacturing	12	11.1
4	Electro minerals division	23	21.3
5	Non-woven division	9	8.3
	Total	**108**	**100.0**

CORRELATION TEST Test 1

H0: There is no significant relationship between the Satisfaction level of the workmen based on the working hours in the organization and how fairly the workmen is treated at workplace (null hypothesis)

H0: There is a significant relationship between the Satisfaction level of the workmen based on the working hours in the organization and how fairly the workmen is treated at workplace (alternate hypothesis)

Correlation Test 1

Correlations			
		Are you satisfied with the working hours of the organization	**How fairly the workmen is treated at workplace**
Q-1	Pearson Correlation	1	**.507**
	Sig. (2-tailed)		.000
	N	108	108
Q-13	Pearson Correlation	.507	1
	Sig. (2-tailed)	.000	
	N	108	108

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INFERENCE

There exists a positive correlation and hence there is relationship between Satisfaction level of the workmen based on the working hours in the organization and how fairly the workmen are treated at workplace.

MAIN FINDINGS, SUGGESTIONS AND CONCLUSION

FINDINGS

The major findings of the study are:

- Majority of respondents belong to Rubber wheels manufacturing.
- Majority of respondents have 1-3 years of experience
- Majority of respondents belong to the age group of 25-35years.
- All the respondents are Male.
- Majority of respondents (92.60% of them) agree that they are aware of the Safety Measures provided by the company.
- Majority of respondents agree that they are aware of assembly points and emergency exit during the emergency situation in the organization
- Majority of respondents (92.60% of them) agree that they are getting the wages on time.
- Majority of respondents agree that they are not getting any unauthorized deduction rather than E.S.I & P.F.
- Majority of respondents agree that they know about the rate of contribution to ESIC by employers and employees.
- Majority of respondents agree that they have availed the medical benefit under ESI Scheme for less than 5 times.

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- Majority of respondents agree that they have not got any problem in availing ESI benefits

- Majority of respondents agree that they are provided with provident fund benefits.

- Majority of respondents agree that they are aware of the benefits under the Workmen's Compensation.

- Maximum of respondents agree that they are able to give honest feedback post-training or workshop.

- Maximum of respondents (51.90% of them) agree that their training needs are addressed regularly.

- Maximum of respondents agreed for the training provided by the company for handling the emergency situation is good.

- There is a significant relationship between the Satisfaction level of the workmen based on the working hours in the organization and how fairly the workmen is treated at workplace, alternate hypothesis is hence proved.

SUGGESTIONS

- Availability of Safety measures should be adequately provided to all labours.
- Grievances handling procedure should be improved to all labours.
- Labour welfare measures should be adequately provided to all the labours in the organization.
- The rate charged for the food should be nominal to all the labours.
- Training Program should be conducted at a required level as per the nature of job role to all the labours in the organization.
- Post-Training or workshop, feedback/suggestion session should be provided to the labours in the organization to know about the effectiveness of Training.

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CONCLUSION

People are the most precious asset in any organization. The success or failure of a company depends upon the quality of the employees of the company. Industrial peace is possible only when the management and the workers co-operate in their efforts. The Present study made on "A Study On Labour Management" at Manufacturing sectors in Chennai".

In this study majority of the employees are satisfied with the study on "Labour management approaches" based on their working conditions, wages & benefits, Labour management relations and Training and Development policy carried out with them and also it is rated as good.

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