



INTERNATIONAL JOURNAL OF ADVANCE RESEARCH, IDEAS AND INNOVATIONS IN TECHNOLOGY

ISSN: 2454-132X

Impact factor: 4.295

(Volume 4, Issue 3)

Available online at: www.ijariit.com

Management-labour relationship and mobility

Nadim Ansari

nadeem.krb@gmail.com

Dr. C. V. Raman University, Kota, Chhattisgarh

Dr. Niket Shukla

shukla.niket@gmail.com

Dr. C. V. Raman University, Kota, Chhattisgarh

ABSTRACT

Industrialization is an indispensable demand of the modern era. Today the world is dominated by industrialization. As a social and economic process, the progress of the historic industrial revolution started. Industrialization is very important for economic development. Labour's important place in developed industries Industry and labor have interconnected the industry of labor cannot be imagined. Industrial labor is part of a large mass group, it is a labor worker. Industrial labor has become a work-force. These modern workshops of work, unprotected condition, increased work hours create confrontation condition between workers and management. Values of labour cannot be ignored if the life of a worker is not happy and protective, then both industry and nation are impossible to develop. The study presented has an analytical study of labor-management - relation and mobility in the private industry, which is in reference to Bharat Aluminum Company Limited, BALCO Korba, and its efforts have been sought to know their mutual cooperation and their difficulties regarding labor-management.

Keywords: Labour, Management, Industries, Relation, Mobility.

1. INTRODUCTION

Industrialization is an indispensable demand of the modern era. Today, without any industrial development, a nation cannot provide enough means of life to its citizens, nor can such a nation be able to fulfill its role on the international stage. Thus industrial development has now become an era of religion. Industrialization is a symbol of prosperity, and then there will be no exaggeration in it. It is natural in such a scenario that in this race of industrialization, many nations of the world will also join the race. Many of these nations are rich in abundant natural resources. If there is any deficiency, then he has made proper use of these abundant resources without which he is also in possession of prosperity in life to lead a life of misery as a social and economic process, the historical industrial revolution refers to the use of many labor cumulative measures and machines in the production methods. After the Industrial Revolution, the use of machines in the activities of production started to develop in the industry. There was a change in relation to capital and labor. The bourgeoisie began to control the industry and the workers started working under their responses. There have been many changes in life through the Industrial Revolution, and life and work distribution and production of many aspects, politics and economic outlook influence population dynamics and distribution system etc. After this, the involvement of the workers in the management of industrial relations started to feel and started to focus on the labour management relationship. Long-term human relations have been neglected. Humans were deemed to be wise they were forced to live in an environment of torture. Recognizing problems in the reformist teachers and behaviorist managers in the long run and the combined efforts of the Enlightenment Administration and Labour Union all started to give importance. Industrial labor is a part of a vicious community, it is a labor worker, a consumer, a society, and an active means of production. Labour cannot be isolated from labor. Therefore, management should make a proper environment to generate interest in the work of workers for the fulfillment of their objectives. Labor-management relationship is meant to reduce the distance between workers and managers. Develop healthy relationships with workers and management. Based on a strong, well-organized, democratic system and responsive labour-management relationship in the labour union and industry make melodious. Worker-management relationship awakens the spirit of mutual goodwill, cooperation and self-respect in the service workers and employees. This makes sense of participation, democracy and positive decisions in the workers.

1.1 MANAGEMENT AND LABOUR

Managing is a scientific and qualitative act that aims at organizing, coordinating, coordinating, and controlling the efforts of the working people in the organization to achieve the goals set by the organization. Any organization supports four things for its development. Man, currency, money, and goods. The success of behavior depends on the collective work of these four elements. But in today's passage industrial labor has become a working tool. Together with the men in the capital, the workers have extended hours of work and have created a crisis for the sources of his life. These unfair work conditions of work, insecure state, increased work hours create confrontation between labour and management. The study presented in the private industry has carried out an analytical study of labour-management relation and mobility, which is in reference to the Bharat Aluminium Company Limited (BALCO), Korba and tried to know the labour-management relationship, their mutual cooperation, and their difficulties.

1.2 INDUSTRIAL RELATION

Industrial relations have been given more importance under the Industrial Disputes Act 1947. In the modern industrial society, the labour apparel wants good education and motivation by increasing the wage rates and increasing the living conditions. Workers have become part of the working-machine, working with the latest machines. Therefore, they have lost their sense of self-respect and dissatisfaction and they are living a life among struggles. Between the capitalists and the workers, there is a need for better industrial relations to overcome the existing problem. Industrial relations are made up of two words, industry and relations. The meaning of the industry is from any productive work in which many people work and relationship means the productive action is from the human relations of people engaged in the work. Industrial labour is a part of a vicious community, it is a labour worker, a consumer, a society, and an active means of production. Labour cannot be isolated from labour. Therefore, management should make an appropriate environment to generate interest in the work of workers for fulfillment of its objectives.

2. PARTICIPATION OF LABOUR IN MGT

Labour-management relationship is meant to reduce the distance between workers and managers. Develop healthy relationships with workers and management. Industry and labour are related to each other. The subject of employee participation is to participate in the right to make decisions in the activities of the entire management sector at different levels of management through an appropriate representative by the staff of an industrial organization. The system of the principles of democracy can be called industrial democracy in the field of labour and employers in the field of interpersonal relations.

3. CONCLUSIONS

Bharat Aluminum Company Limited, being a company established in the private sector, has been persistent in achieving the maximum benefit with maximum production, which is a clear proof of being soft about the labour-management relationship of the company itself. The company has always been in the forefront of achieving its goals. With good industrial relations, the efficiency of its workers is increasingly growing. For this work, employees of the company have been provided attractive salaries, houses, vehicle facility, medical facility, canteen facility, etc. All these facilities have a good effect on the excellence of employees in the excitement. It is easy for this company to achieve the company's production target as a result of the excellence and excitement of the employees of the company. Efforts are made to establish smooth relations between the workers and the officials, and they do not accept labour, management differences in any way, to make the labour management relationship and industrial relations safer. The labour organizations established in the company also look forward to maintaining a labor-management relationship and encourage the workers to increase the high production quality and efficiency. The company has also been arranged for participation in management in the company. Several committees have been set up for the participation of workers in the management, where there are representatives of managers and workers and decide disputes through mutual negotiations and make efforts to establish good relations.

4. REFERENCES

- [1] Khare P.C. And V.C. Sinha: Industrial Psychology: Rastogi Publication, Meerut, 1988-89
- [2] Dr. Saxena SP: Theory of Management, Rastogi Publication Meerut 1988-89
- [3] Dr. Baghel DS: Social Research, Vivek Prakashan, Delhi 2003
- [4] Prof. Gupta M.L. And Prof. D.D. Sharma: Sankasastra Literature Bhawan Prakashan Agra 1998
- [5] Singh Indrajit Labour Commissioner Vidyalaya Central Law Agency Allahabad 1992
- [6] True P.C. And V.C. Sinha: Industrial Social Science, National Publishing House, New Delhi 1986
- [7] Dr. Saxena RC: Nath & Company of Kalyan, Meerut 1987-88
- [8] Dr. Mahajan Dharmaveer and Dr. Mrs. Kamlesh Mahajan: The method of social research: Vivek Prakashan, Delhi 2004
- [9] Dr. Mukherjee Ravindranath: Social research and statistical, Vivek Prakashan, Delhi 2006
- [10] Dr. Kulashree RS: Industrial Economy, Sahitya Bhavan Prakashan Agra 1998