

INDUSTRIAL RELATIONS IN CEMENT INDUSTRY (A CASE STUDY OF KCP LIMITED, CEMENT DIVISION, MACHERLA)

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ABSTRACT

Industrial relations are the field of study that concentrates on workers, their unions and associations, and employers and their organizations, and the environment in which these parties interact. The purpose is to better understand the nature of the relationship between management, labor and government. The main objective of this paper is to assess the perception of the employees on existing Industrial relations practices in KCP Limited, Cement division the leading cement manufacturing industries in A.P. The sample size holds at 125. Simple percentages were applied to test the data and to draw suggestions.

Key words: Employees Participation, Collative Bargaining, employee grievance handling.

INTRODUCTION

Human Resources are the most strategic resources. It is primarily responsible for making use of resources i.e. human & natural and also for the transformation of traditional economics into modern and industrial economics. Hence, human factors are the most important factor in determining the efficiency and effectiveness of the organization. Out of all HRM problems that have emerged on the corporate force front, the problems of Industrial Relation have achieved more prominence. The surest way of facing the competition is to improve Productivity. Productivity itself can be best improved through Industrial Relations. The term "Industrial Relation" comprises of "Industry" means is engaged. "Relation" means the relation that exists in the Industry. Previously Industrial Relations have been considered as a Fire-Fighting function in our Country. But now scenario has changed. Hence, the Industrial Relations can be defined as the relation existing between the "Employer and Employees, Employees and Employees, Employers and Employers and between the State, Employers and Employees and Employees and the Managements" in the day-to-day working of the Industry. It can also be termed as Employee Relations.

According to International Labour Organization “Industrial Relations deal with either the relationships between the state and Employers and workers organizations themselves”. According to J. Henry Richardson, “ Industrial Relations are an art of living together for the purpose of production” and also observes “How people get on together at their work, what difficulties arise between them, how their relations, including wages and working conditions, are regulated, and what organizations are set up for the protection of different interests, these are some of the main problems of industrial relations and indicate the wide scope of the subject”. With growing prosperity workers have organized their own trade unions and thus gained a bargaining power enabling them to establish their rights in the Industrial Society.

REVIEW OF LITERATURE

Singh V.B.(2004), in his study on the Textile Mills of Kanpur states that the economic aspects work force, absenteeism , turnover , recruitment, discipline and perspectives of trade unionism at the plant level place an important role in ascertaining the status of industrial relations.

Sivaiah, K.V. (2010), in his study on industrial relations in ship building industry confronted that human factor place the pivotal role in the promotion of organizational health and utilization of industrial resources.

Narsimha Reddy. Y (2013), In his work on industrial relations and welfare measures in the BHEL suggested that workers participation in management clubbed with effective implementation of labour legislations do promote healthy industrial relations in the organization. The work also suggested that multiplicity of unions hampered the industrial peace in the organization.

Rama satyanarayana. M and Mohan. P (2015), Industrial relations is the field of study that concentrates on workers, their unions and associations, and employers and their organizations, and the environment in which these parties interact. The purpose is to better understand the nature of the relationship between management, labor and government. The main objective of this paper is to assess the perception of the workers, executives and trade union leaders on working conditions in APPM and ITC-BPL, the leading paper manufacturing industries in A.P. The sample size holds at 198 that includes Workers, Trade Union Leaders and Executives. Multiple Regression Technique was applied to test

the data and to draw conclusions. The study reveals that good industrial relations depend on a great variety of factors and it depicts that it is the obligation of employers to ensure cordial industrial relations with workers.

NEED FOR THE STUDY

Industrial Relations is a subject of critical concern because, “It is easy to handle machine but it is very difficult to handle Human beings”. It is so because the mindset or perception of all human beings is not similar and they differ from one person to another. Industrial Relations Department plays an important role in bringing all of them under one roof and utilizing them for achieving a common goal. Hence we can say that of all the tasks of management. “Management the human is the central and most important task, because all else depends upon how well it is done”.

OBJECTIVES OF THE STUDY

1. To assess the perception of employees on existing Industrial Relations at KCP Limited, Cement Division.
2. To offer suggestions based on finding of the study.

RESEARCH METHODOLOGY

This present study covers both primary and secondary data. Primary data is collected by administering questionnaire to the employees of the KCP Limited, Cement Division, Macherla and secondary data collected for various journals, records, newspapers and websites pertaining to the relevant matter of the subject under study. Simple random sampling method is adopted to carry out the study. In this connection out of 925 employees 125 are selected. For the present study the questionnaire consisting mostly close ended questions with Likert’s 5 point scale. The statistical tools used for the study is simple percentages.

DATA ANALYSIS

The following tables reveals that perception of respondents on industrial relations practices in KCP Limited, Cement Division.

Table-1 Employee participation in Management

S.I.no.	Scale	No.of respondents	Percentage
1	Highly Dissatisfied	3	2.4
2	Dissatisfied	12	9.6
3	Moderately Satisfied	21	16.8
4	Satisfied	55	44
5	Highly Satisfied	34	27.2
Total		125	100.00

Source: Primary data

The above table no.1 shows that maximum 44% of the respondents are satisfied and a minimum of 2.4% of the respondents are highly dissatisfied with Employee participation in Management provided by the organization.

Table-2 Social Security Measures

S.I.no.	Scale	No.of respondents	Percentage
1	Highly Dissatisfied	4	3.2
2	Dissatisfied	10	8.0
3	Moderately Satisfied	23	18.4
4	Satisfied	62	49.6
5	Highly Satisfied	26	20.8
Total		125	100.00

Source: Primary data

The above table no.2 depicts that maximum 49% of the respondents are satisfied and a minimum of 3.2% of the respondents are highly dissatisfied with social security measures provided by the organization.

Table-3 Collective Bargaining

S.I.no.	Scale	No.of respondents	Percentage
1	Highly Dissatisfied	2	1.6
2	Dissatisfied	5	4.0
3	Moderately Satisfied	36	28.8
4	Satisfied	59	47.2
5	Highly Satisfied	23	18.4
Total		125	100.00

Source: Primary data

The above table no.3 reveals that maximum 47.2% of the respondents are satisfied and a minimum of 4.0% of the respondents are dissatisfied with collective bargaining in provided by the organization.

Table-4 Employee Discipline

S.I.no.	Scale	No.of respondents	Percentage
1	Highly Dissatisfied	2	1.6
2	Dissatisfied	10	8.0
3	Moderately Satisfied	32	25.6
4	Satisfied	54	43.2
5	Highly Satisfied	27	21.6
Total		125	100.00

Source: Primary data

The above table no.4 indicates that maximum 43.2% of the respondents are satisfied; 21.6 % of the respondents are highly satisfied and a minimum of 1.6% of the respondents are highly dissatisfied with employee discipline provided by the organization.

Table-5 Employee Grievance Handling

S.I.no.	Scale	No.of respondents	Percentage
1	Highly Dissatisfied	4	3.2
2	Dissatisfied	32	25.6
3	Moderately Satisfied	9	7.2
4	Satisfied	56	44.8
5	Highly Satisfied	24	19.2
Total		125	100.00

Source: Primary data

The above table no.5 display that maximum 44.8% of the respondents are satisfied and one fourth of the respondents i.e 25.6% are highly dissatisfied with Employee grievance handling procedure.

Table-6 Industrial Relations Practices

S.l.no.	Scale	No.of respondents	Percentage
1	Highly Dissatisfied	8	6.4
2	Dissatisfied	11	8.8
3	Moderately Satisfied	43	34.4
4	Satisfied	40	32.0
5	Highly Satisfied	23	18.4
Total		125	100.00

Source: Primary data

The above table np.6 reveals that maximum 32.0% of the respondents are satisfied and a moderately minimum of 6.4% of the respondents are highly dissatisfied with industrial relations practiced by the organization.

FINDINGS OF THE STUDY

Employer Employee Relationship

- Nearly half of the respondents 44%, 49.6%, 47.2%, 43.2% are satisfied with Employee participation in management, social security measures, collective bargaining, employee discipline provided by the organization and 34.4% of the respondents are moderately satisfied with the industrial relations provided by the organization.
- One fourth (25.6%) of the respondents are highly dissatisfied with the employee grievance handling process provided by the organization.

SUGGESTIONS

1. After analyzing the whole data it can be stated that the satisfaction level of the respondents regarding employee participation in management is high and employee grievance handling process is low. So, it is further suggested that if the employee's grievance is reasonable, the workload of the employees can be reduced by the consultation with trade union and management.

1. REFERENCES

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