

Study of Industrial Relations policies in Mubea Suspension India Limited., Pune

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Abstract

The industrial sector plays a dominant role in the development of the Indian economy. Healthy IR in business and Industry are of paramount importance for increasing productivity. Industrial relations, in a broader sense, emphasizes on productivity and industrial peace of industries at grate extend. In this article, we have focused on the manufacturing activities, individual and group performance of the workforce actually working on shop floor, Industrial peace etc under the ambit of good Industrial Relations. Although Industrial Law has played a crucial role in shaping Industrial Relations of this country. The Labor Laws seek to protect the interests of weaker segment in Industrial Relations and it has all along been the labour. However, we have consolidated the bargaining strength towards the development of the organization.

This article will help to identify the impact of Industrial relations in manufacturing industry. This paper has investigated how Industrial Relations help the organization for organization performance related to productivity, quality, efficiency, attendance. Also the paper has shown the positive impact on good industrial relations on quantity, quality, uninterrupted production and their family conflict. This article has investigated factors of Industrial Relations and how the good Industrial Relations helped in the growth of Mubea Suspension India Limited.

Key words

Harmonious/ congenial Industrial relations, Un-interrupted production, Human Asset, Vision, Mission, Employee Relations, Manufacturing Industry, healthy Industrial relations. Production and Productivity

Introduction

The industrial relations system in India has been under pressure for decades and new problems are emerging as the country becomes more integrated into the global economy. The main architecture of the system was established prior to Independence and remains mostly unchanged. The system is highly centralized and the state is the main mediator between capital and labour. Unions have historically enjoyed a close relationship with the state through party-based federations, but this has undermined their success developing a robust grassroots constituency and experience in collective bargaining. This article provides a broad overview of the industrial relations and the

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labour market reform debate that has arisen in the context of economic change. The structure of the Indian labour market, the overwhelming size of the informal or 'unorganized' workforce, and its location outside the industrial system is the fundamental challenge facing Indian industrial relations. There is an urgent need to develop a system that embraces all workers especially given India's demographic profile and the expected increase in the number of working age people over the next decade. The experience of women workers and the failure of both the industrial system and the union movement to understand and accommodate their needs is also an important challenge for industrial relations in India.

Objectives

To study a culture of industrial peace and harmony between management and union organizations

The objectives of the study article are:

1. To enquire into the Industrial Relations practices VIZ., Participation in decision, develop mutual trust and confidence between two parties, Encourage open communication between the two parties, Arrive at medium and long-term agreements, Arrive at common objective programs between two parties, Ensure transparency in information sharing and communication process in MSIL;
2. To analyze the outcomes of the Industrial relations management; in MSIL India; and
3. To offer appropriate suggestions, wherever necessary, to improve the practice of human resource management techniques in order to minimize negative outcomes and maximize the positive outcomes. In the fulfillment of these objectives, a close study is made in Mubea Suspension India Limited.

Hypothesis of the study

- Industrial relations in Mubea Suspension India Limited are Healthy.
- Hypothesis is tested and it is affirmative.

Methodology

The primary and secondary data are collected for the study. The primary data is collected by conducting

Questionnaire Interviews and discussions, with employees and management respondents in two separate schedules structured for the purpose. Various appropriate statistical techniques were employed for analyzing the data. The statistical analysis and data are supplemented by the information collected through interviews and personal observation so as to derive effective and meaningful conclusions.

The secondary data is collected from various sources. Factual data were collected from the production reports, monthly MIS of sample company; training departments, in-house magazines and other records of the companies. Companies' web sites and other related web sites were browsed.

Type of Study	-	Descriptive
Nature of study	-	Qualitative
Type of questions	-	Open ended and Close ended
Type of analysis	-	Statistical
Sample size	-	30 Workers and 10 Managers
Sampling method	-	Random method (Personal Schedule)
Sampling source	-	Mubea Suspension India Limited Ltd, (Formerly TC Spring)

Sampling

Data for this study was collected based on the 'Convenient Random Sampling' technique in MSIL and further respondents are divided in to two strata's viz., workmen respondents and management respondents. For opinion of the respondents the data collected from each Product is as follows-

Table No.1

Sr. No	Product Name	No.of employee Respondents	No.of Management respondents	Total
1	Stab Bar	10	3	3
2	Stuart Bar	10	3	3
3	Suspension Springs	10	4	4
4	Toatal	30	10	40

Table No. 2

Production and Turnover of the company

/ Month	Jan 2010	Feb 2010	March 2010	Remarks
Total Produced Parts / numbers	133000 Parts	135000 parts	145000 parts	Productivity Increases
Turnover / sales of the in (Cr)	5.5 Crs	5.65 Crs	5.85	Increased Sales

Sources of information

Primary data: Primary data for the article was obtained from Workers and manager.

Secondary data: Secondary data was collected from different websites, manual and documentation of the company.

Methodology

The primary and secondary data are collected for the study. The primary data is collected by conducting interviews and discussions, with employees and management respondents in two separate schedules structured for the purpose. Various appropriate statistical techniques were employed for analyzing the data. The statistical analysis and data are supplemented by the information collected through interviews and personal observation so as to derive effective and meaningful conclusions.

The secondary data is collected from various sources. Factual data were collected from the annual reports of sample companies; training departments, in-house magazines and other records of the companies. Companies' web sites and other related web sites were browsed.

Data Collection

1. Collection of data from respondents through questionnaire.

A primary data questionnaire is prepared for the workmen and managers. From each workmen and manager the data is as per the above table no 1 and II which is based on convenient sampling.

Secondary data is also collected, by referring to journals, magazines, newspapers and textbooks, annual reports and Internet are used to collect secondary data from various web sites

2. Tools for Analysis.

To analyze the data the following statistical tools are used.

The percentages, weighted averages, are used as and wherever necessary. Tables are used to represent the data. Scaling techniques are used to analyze the opinions of managers as well as workmen

3. Scope of the Study.

The study covers areas of Industrial Relations management/development in the Mubea Suspension India Limited. These areas include participation in management decision, Mutual trust between management and workmen, HR Policies, Communication between two parties, Trust and openness, healthy relation with management etc.

These primary areas of Industrial relations management are studied thoroughly to the maximum extent through the means of discussions, Questionnaires, reports, accounts, observations etc.

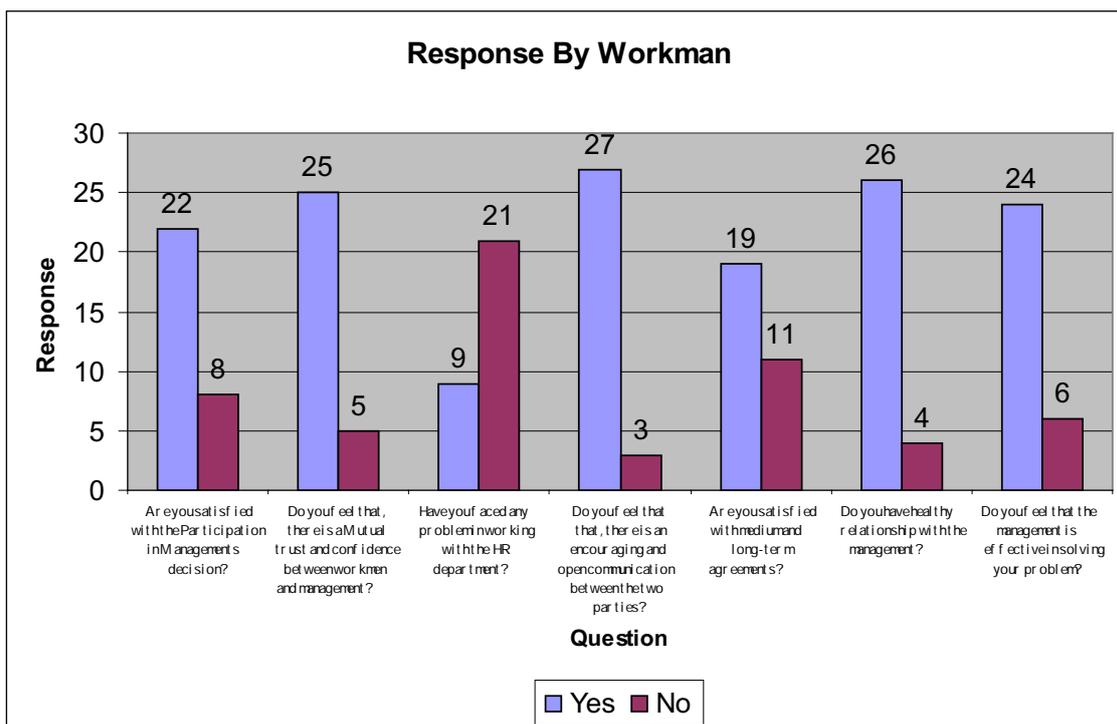
(a) Questionnaire

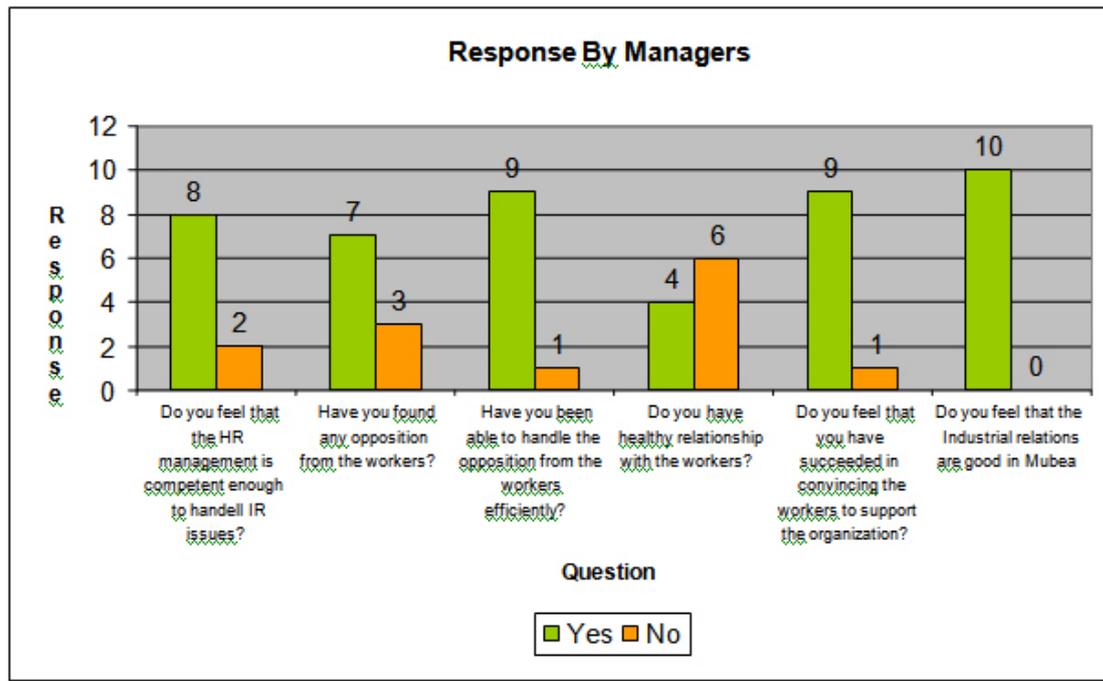
In this study we have used questionnaire method for collecting necessary information. The questionnaire is consisting of both closed ended and open ended questions

(b) Informal discussion

In this study we have done informal discussion with individual workmen and managers.

ANALYSIS





Limitations of study

As company chosen is only and the study is limited to one industry. Findings cannot be generalized to all the auto components manufacturing industry as so many companies are present. Further the study is limited to specific area only, despite the presence of respondent companies across the globe, because data is collected through sampling, there may be deviation in generalizing the opinions of different manufacturing industry's professionals. The time for study was limited. The response of the workers could be duplicate.

Conclusions:

Industrial Relations presence is shown at the various level in the organizations the process of measuring the performance of employees containing in various As per the finding on Industrial Relations, it is found that all most all the respondents of sample units expressed their positive view of Industrial relations.

Production and Productivity of per person per parts increased. Companies turnover sales was increased more than 5 % . Technological changes are introduced by the company, and support is being extended by the workforce and union. Most of the workers are satisfied with the Human Resource policies and Managements approach. They said that the HR management is supportive and they are comfortable in working with them. Maximum of the workers feel that the management is involving workmen in the decision making. Most of the employees are satisfied by the new compensation. Most of the workers said that they have healthy relationship with the management and the management is effective in solving their problems. Most of the managers feel that the Industrial relations are good in Mubea. They said that the opposition from the workers was faced by the management efficiently. According to the workmen and managers their Is Healthy Industrial relations in Mubea.

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