

A STUDY ON IMPACT OF TRADE UNIONS ON EMPLOYEES AT FIRTHOUSE GINNING FACTORY

Submitted in partial fulfilment of the requirements for the award of
MASTER OF BUSINESS ADMINISTRATION

by

KENNATH FRANKLIN J

Register No.41410170



SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

**Accredited with Grade “A” by NAAC | 12B Status by UGC | Approved by AICTE
JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119**

MAY 2023



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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **KENNATH FRANKLIN J 41410170** who carried out the project entitled "**A Study On Impact Of Trade Unions On Employees At Firthouse Ginning Factory**" under my supervision from January to April 2023.

Dr. YASMEEN BANO MBA, M.Phil, Ph.d
Internal guide

J. MOHAMMED ELIYAS
External Guide

Dr. BHUVANESWARI .G

Dean – School of Management Studies

SCHOOL OF MANAGEMENT
SATHYABAMA
INSTITUTE OF SCIENCE AND TECHNOLOGY
(Deemed to be University)
Jeppiaar Nagar, Rajiv Gandhi Sala:
Chennai-600 119

Submitted for Viva voce Examination held on

06/05/2023

Internal Examiner

External Examiner

DECLARATION

I **KENNATH FRANKLIN J (41410170)** hereby declare that the Project Report entitled “A Study On Impact Of Trade Unions On Employees At Firthouse Ginning Factory” done by me under the guidance of **DR. YASMEEN BANO MBA..M.Phil, Ph.D Assistant professor** is submitted in partial fulfilment of the requirements for the award of Master of Business Administration degree.

DATE : 06/05/2023

PLACE : Chennai



KENNATH FRANKLIN J

ACKNOWLEDGEMENT

I am pleased to acknowledge my sincere thanks to Board of Management of **SATHYABAMA** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

I convey my sincere thanks to **Dr. G. Bhuvaneswari, Dean - School of Management Studies** and **Dr. A. Palani, Head - School of Management Studies** for providing me necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Project Guide **DR. Yasmeen Bano MBA, M Phil, Ph.D Assistant professor** for her valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

I wish to express my thanks to all Teaching and Non-teaching staff members of the **School of Management Studies** who were helpful in many ways for the completion of the project.

KENNATH FRANKLIN J

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ABSTRACT

This project work has been conducted in Firthouse Ginning Factory , Villupuram. The main purpose of this study is to find the impact of trade unions over employees at present scenario in Firthouse Ginning Factory. Villupuram. This study has been compiled with the help of primary data and secondary data. Since the study was about the impact upon employees, the data were collected from the employees in the organization. The Secondary sources of data were collected through company profile, organization Website, internet and other related books.

The type of research design used is descriptive in nature and the required data has been generated using a research instrument called the questionnaire. The research design used in this project is descriptive research and sampling design used is convenience sampling.

The collected data has been analyzed using various statistical tools like percentage analysis, chi-square test and graphs like pie chart, bar chart etc. After analyzing the data general specific findings are sought out through interpretation. Suggestions and recommendations are formulated from the summary of findings.

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I - INTRODUCTION

1.1 INTRODUCTION :

This project work has been conducted in Firthouse Ginning Factory , Villupuram branch it is one of the largest & leading Logistics sector unit in India.

The main purpose of this study is to find the impact of trade unions over employees at present scenario in FIRTHOUSE GINNING FACTORY Villupuram. This study has been compiled with the help of primary data and Secondary data. Questionnaire was collected from 132 employees of different designations. The Secondary sources of data were collected through company profile, organization Website, internet and other related books. The type of research design used is descriptive in nature and the required data has been generated using a research instrument called the questionnaire. The research design used in this project is descriptive research and sampling design used is convenience sampling.

The collected data has been analyzed using various statistical tools like chi-square test, one sample independence t test. After analyzing the data general specific findings are sought out through interpretation. Suggestions and recommendations are formulated from the summary of findings.

TRADE UNIONS IN ORGANIZATION:

All working class people belong to either of the trade unions that are present. Each and every organization has their trade unions. These unions play a vital role in major aspects like Collective bargaining, disputes resolving, wages, allowances & promotion policy etc., these trade unions stands as a bridge between the management people of the organization and the employees at work. Trade unions have shown remarkable progress since their inception; moreover, the character of trade unions has also been changing. In spite of only focusing on the economic benefits of workers, the trade unions are also working towards raising the status of labours as a part of industry.

1.2 INDUSTRY PROFILE :

India is the largest producer of cotton globally. It is a crop that holds significant importance for the Indian economy and the livelihood of the Indian cotton farmers. Cotton grows over 11.7 million hectares in India compared to 31.2 million hectares globally. The Indian cotton industry provides livelihood to about 60 million people in the country.

India's total production of cotton in the year 2021-22 was 34.1 million bales (bales of 170 kg each). The Central Zone (which comprises of states like Gujarat, Maharashtra, and Madhya Pradesh) is the biggest producer of cotton in India, with Gujarat being the highest producer of the Central Zone and the country at 8.516 million bales. Saurashtra constitutes about 70% of Gujarat's cotton production, with farmers in Amreli - the state's largest cotton district – playing a key role. Yavatamal, Buldhana, Akola Amravati Nagpur Washim, and Wardha are the districts of Vidarbha which are Maharashtra's major cotton-producing areas.

The Southern Zone (which comprises of states like Telangana, Andhra Pradesh, Karnataka, and Tamil Nadu) is the second biggest producer of cotton, producing about 30% of the nation's cotton, with Telangana producing the largest in the Southern Zone and the third largest in the country, contributing 6.587 million bales (bales of 170 kg each). The cotton textiles industry is the second largest employer in the country after agriculture, while also sustaining the livelihoods of an estimated 6.5 million cotton farmers and driving a large export market.

In 2020, India stood as the third highest exporter of raw cotton globally, accounting for about 10.2% of the total global exports. The value of the exports amounted to US\$ 6.3 billion in the year 2020-21, and US\$ 9.9 billion between April 2021-February 2022. It amounted to 2.16% and 2.61% of India's total exports in 2020-21 and between April 2021-February 2022, respectively. As per estimates provided by Committee on Cotton Production and Consumption (COCPC), India's total cotton exports are estimated to be 4 million bales in 2021-22.

The Government of India along with the export promotion council has set a long-term target of US\$ 100 billion of textiles industry exports by 2025-26 and growing productivity from the current level of around 450 Kg lint per hectare to at least 800-900 Kg lint per hectare. The focus continues to adopt the latest innovative technologies and global best farming practices to enhance productivity and achieve sustainable quality cotton output. For achieving these goals, the emphasis remains to motivate cotton farmers through awareness meetings, timely advisories and transfer of technology from lab to field in the most effective manner by using natural methods and adoption of modern scientific farm practices.

MARKET SIZE

The Indian machine tool production and consumption were estimated at Rs. 6,602 crore (US\$ 879.38 million) and Rs. 12,036 crore (US\$ 1.6 billion) respectively, in FY22.

Market size of textile machinery stood at Rs. 35,000 crores (US\$ 5.4 billion) in 2022. Textile industry exports stood at Rs. 3,307 crores in 2020-21, as against Rs 2,556 crores achieved during 2019-20.

The boiler industry's market size stood at US\$ 146 million in 2019 and is expected to grow at a CAGR of 6% to reach US\$ 194 million by 2025. Export of boilers stood at US\$ 106.53 million between April and November 2020, with around 72 million units exported.

The market size of high voltage switchgear (including panels) and low voltage switchgear (including panels) stood at Rs. 4,793 crore (US\$ 679.95 million).

In 2022, between April and December, India exported engineering goods worth US\$ 81.8 billion compared with the US\$ 52.9 billion recorded in the same period in 2020.

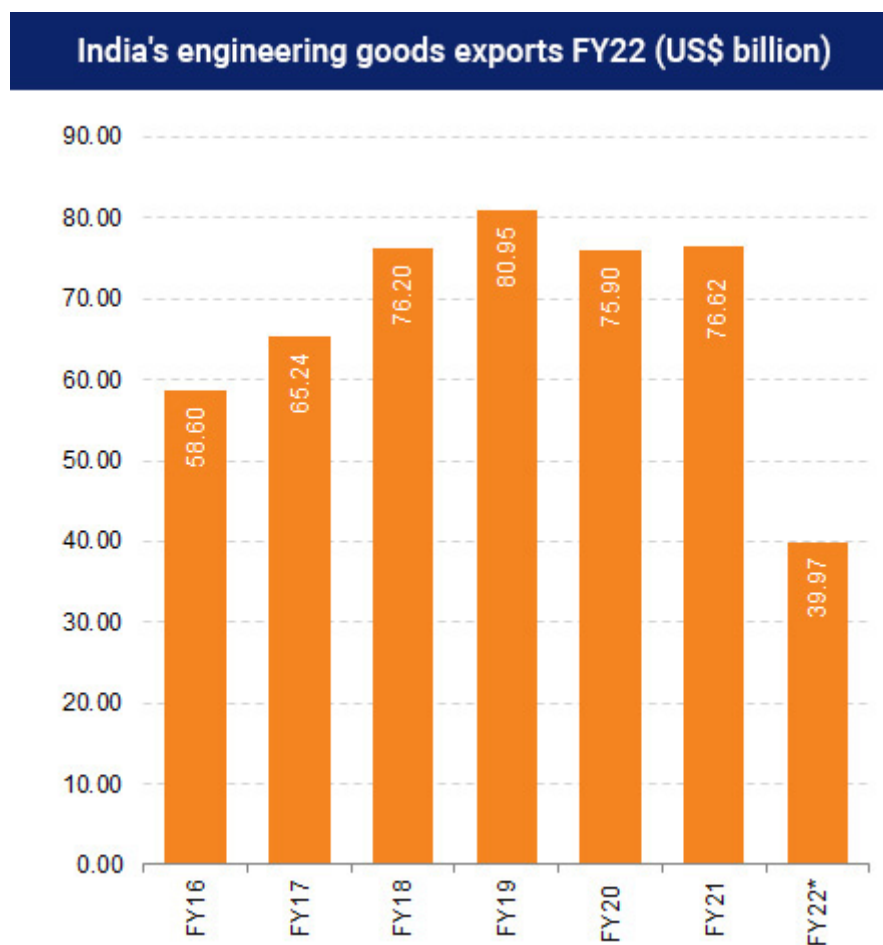
In December 2022, exports of engineering goods from India stood at US\$ 9.7 billion, a 37% YoY growth.

India exports engineering goods mostly to US and Europe, which account for over 60% of the total export. Engineering exports were recorded at US\$ 75.90 billion in April (FY20) and reached US\$ 60.25 billion in January (FY21).

The Index of Industrial Production (IIP) for the electrical equipment manufacturing industry stood at 111.3 in December 2022.

The Index of Industrial Production (IIP) for the electrical equipment industry stood at 92.0 in FY21.

According to the National Association of Software and Service Companies (Nasscom), India's share in the global engineering and research and development (ER&D) market is likely to expand at a CAGR of 12-13% to reach US\$ 63 billion by 2025.



INVESTMENTS

100% FDI is allowed through the automatic route, with major international players looking for growth opportunities to enter the Indian engineering sector. The engineering sector in India attracts immense interest from foreign players as it enjoys a comparative advantage in terms of manufacturing cost, technology, and innovation. The above, coupled with favourable regulatory policies and growth in the manufacturing sector, has allowed several foreign players to invest in India.

FDI inflow for miscellaneous mechanical and engineering industries stood at US\$ 3.88 billion between April 2000-December 2022 according to the data released by Department for Promotion of Industry and Internal Trade (DPIIT).

In the recent past, there have been many major investments and developments in the Indian engineering and design sector:

- With 100% FDI allowed through the automatic route, major international players such as Cummins, GE, ABB and Alfa Laval have entered the Indian engineering sector due to growth opportunities.
- In February 2022, Microsoft India and Larsen & Toubro (L&T) signed a Memorandum of Understanding (MoU) to build a regulated sector cloud product. The two businesses will collabourate with a select group of significant customers in regulated industries to design architectures and roadmaps to help them achieve their digital transformation goals and transition traditional datacenters to hybrid cloud architecture.
- In September 2022, Bharat Fritz Werner India, a leading machine tool manufacturer in the subcontinent, announced that it is entering the metal additive manufacturing area.
- In September 2022, Larsen & Toubro (L&T) announced that it will participate in the Expo 2020, Dubai to be held from October 5, 2022, to March 31, 2022, as part of the Indian pavilion. L&T plans to demonstrate its capabilities in hydrocarbon engineering, and businesses such as water-effluent treatment, power transmission and distribution.

- In August 2022, Bharat Heavy Electricals secured its largest-ever order worth Rs. 10,800 crore (US\$ 1.45 billion) from the Nuclear Power Corporation of India Limited (NPCIL) for the EPC of a turbine island for 6 units of 700 MW.
- The Auto Component Manufacturers Association (ACMA) expects auto component revenue to increase by 20-30% in the next fiscal year due to demand from OEMs and increase in export. The association expects the Indian auto component export to grow up to US\$ 30 billion over the next five years.
- In June 2022, auto component manufacturer Minda Industries announced acquisition of a 51% stake in Harita Fehrer Ltd. for Rs. 115 crore (US\$ 15.80 million).
- In May 2022, TVS Motor Company announced that it sold one lakh units of 'NTORQ 125' scooter in the international market.
- In April 2022, Tata Power, in collaboration with Hitachi ABB Power Grids and Cargill, commissioned India's largest natural ester-filled 110/33/22 kV, 125 MVA power transformer in the Mumbai Transmission network at the Bandra-Kurla Complex receiving station.
- In March 2022, Hitachi ABB Power Grids Ltd. bagged order worth Rs. 160 crore (US\$ 21.66 million) to supply transformers to the Indian Railways.
- In January 2022, Tesla, the electric car maker, set up a R&D centre in Bengaluru and registered its subsidiary as Tesla India Motors and Energy Private Limited.

GOVERNMENT INITIATIVES

The Indian engineering sector is of strategic importance to the economy owing to its intense integration with other industry segments. The sector has been de-licensed and enjoys 100% FDI. With the aim to boost the manufacturing sector, the government has relaxed the excise duties on factory gate tax, capital goods, consumer durables and vehicles.

- To increase the employability of engineering graduates in the country, Ministry of Human Resource Development is working along with Sector Skill Councils (SSCs) under National Skill Development Corporation (NSDC) to undertake

apprenticeship/internship embedded degree programmes with a core focus on the development of knowledge, skills, aptitude and on-job training.

- The AICTE has entered into collaborations with the MSME ministry, NHA and DM offices in 150 districts to facilitate engineering internships for students.
- In the Union Budget 2022-23, the government has given a massive push to the infrastructure sector by allocating Rs. 199,107 crore (US\$ 26.52 billion) to enhance the transport infrastructure.
- The government expanded the 'National Infrastructure Pipeline (NIP)' to 9,318 projects worth US\$ 2.23 trillion. As of February 2022, there are 2465 projects under development.
- Prime Minister Mr. Narendra Modi, on the country's 75th Independence Day, announced plans to invest Rs. 100 trillion (US\$ 1.35 trillion) in infrastructure to stimulate economic development and generate employment.
- In October 2022, the Department of Telecommunications (DoT) approved 31 proposals totalling an investment of US\$ 447 million over the next 4.5 years, as part of the PLI scheme for telecom and networking products manufactured in India.
- In October 2022, the Ministry of Textiles allowed pilot projects for application of geotextiles in infrastructure projects.
- In September 2022, the government announced its PLI scheme of Rs. 10,683 crore (US\$ 1.4 billion) for textiles, specifically aimed at boosting production of man-made fibre (MMF) fabric, MMF apparel and technical textiles.
- In September 2022, the Indian government announced a PLI scheme for automobiles and auto components worth Rs. 25,938 crore (US\$ 3.49 billion). This scheme is expected to bring investments of Rs. 42,500 (US\$ 5.74 billion) by 2026.
- In August 2022, Prime Minister Mr. Narendra Modi launched the Voluntary Vehicle-Fleet Modernisation Program (VVMP), also known as the Vehicle Scrapping Policy. The policy will bring in investments worth Rs. 10,000 crore (US\$ 1.35 billion) to set up 450-500 Automated Testing Stations (ATS) and 60-70 Registered Vehicle Scrapping Facilities (RVSF) across the country. A single window clearance portal is

being developed where applications for ATS and RVSF will be catered through a single portal within 60 days.

- The government is taking several steps to boost domestic defence manufacturing. In line with this, between FY17 and FY22 (until June 2022), the Indian government has signed 264 contracts for defence equipment procurement, with 159 contracts for armed forces equipment procurement.
- In April 2022, Under the Development cum Production Partner (DcPP) programme, Defence Research and Development Organisation (DRDO) allowed private sector firms to develop and produce missile systems, such as vertical launched surface and air missile system programmes, to promote the domestic defence industry.
- The Indian telecom equipment market is likely to increase owing to the government's Rs. 12,195 crore (US\$ 1.6 billion) PLI scheme approved for telecom gear manufacturing in February 2022.
- The National Infrastructure Pipeline (NIP) was launched in 2020 with estimated infrastructure investment of around Rs 111 lakh crore (US\$ 1.48 trillion) between FY 2020-2025, which will drive demand for capital goods.
- In FY21, the Indian government constructed 12,205.25 km of National Highways. The daily average length of the national highways constructed during FY21 was 34 km per day.
- In FY21, Rs. 54.22 crore (US\$ 7.30 million) was utilised under the scheme on 'Enhancement of Competitiveness in the Indian Capital Goods Sector'.
- Government of India allocated over Rs. 80,250 crore (US\$ 12.01 billion) for upgradation of 125,000 kms of rural roads under phase-III of the Pradhan Mantri Gram Sadak Yojana.

ROAD AHEAD

Turnover of the capital goods industry was estimated at US\$ 92 billion in 2019 and is forecast to reach US\$ 115.17 billion by 2025.

India's engineering R&D market will increase from US\$ 36 billion in FY19 to US\$ 63 billion by FY25.

India needs Rs. 235 trillion (US\$ 3.36 trillion) worth of investment in infrastructure in the next decade (2020-29).

The export of engineering goods is expected to reach US\$ 200 billion by 2030.

1.3: COMPANY PROFILE:

Firthouse Ginning Factory is one of the leading cotton Ginning Pressing factory in South India over the past eight years. We deliver the best and complete package to our customers.

We offer exceptional value to our customers by offering high quality products which help them succeed in their business and in turn strengthen long-term business relationship.

Our Factory is located in Chennai main road, Villupuram from 1985. We having an annual turnover of Rs 1.8 Crores and expecting it to increase to close to Rs 2.5 Crores by the end of the current Financial year.

OUR MARKET SEGMENT:

We process the raw cotton balls into lint, which can be sold to Textile Mills or other Manufacturers. These Manufacturers use the Cotton lint to produce finished textile products such as fabrics, yarn and clothing.

The cutting edge that our company possesses over our rivals has been the availability of our best cotton lint that do not comprise on the quality of the Cotton Lint.

OUR INSTALLED CAPACITY:

We have started our factory with the Bajaj Steel Industries Ltd., machine of cleaners and conveyor belt which can handle between 20-50 tons of cotton balls per hour.

The Gin stand machine from the HHC machinery has the capacity of 10 tons of cotton balls per day. We are adding another one more machine in the next 8-12 months to cater to our existing customers requirements

1.4 STATEMENT OF THE PROBLEM:

Study of trade unions and its impact on employees among Industrial Workers is very important in terms of both the industries and the employees. Trade unions have become a part of industries and serve as a bridge between the management of the organization and the employees. And over the **last three hundred years**, many **trade unions have developed into a number of forms**, influenced by differing

political objectives, setting new goals, policies etc. So studying in detail about the trade union and its impact on employees at present trend is necessary for better understanding of employees need and enable a smooth functioning of organization.

The above discussions show how the trade unions influence the employees and the organization. So, I have selected this topic as problem of study.

1.5 OBJECTIVES OF THE STUDY :

Primary objective:

The main aim of the study is to analyse the impact of trade unions over employees at Firthouse Ginning Factory Villupuram.

Secondary objective:

- To know in detail about the employee's perception regarding trade unions in organization.
- To analyse the functioning of trade union at Firthouse Ginning Factory Villupuram
- To clearly understand the importance of having trade unions and how they influence employees in the organization.
- To provide suitable suggestions to improve the trade union activities.

1.6 SCOPE OF THE STUDY :

- The study attempts to analyze employee's individual opinion about the trade union in their organization
- The study emphasizes to reveal the pros and cons of having trade union in the organization.
- The study aims to work on the feedback given by the employees and come up with valuable suggestions for the improvement and effective functioning of the trade union.

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- **O’GRADV.F (2017)** Unions starting to win the battle, London: Longman.
- **NKIROTE N AND KIIRU D (2018)** Influence of selected trade unions activities on performance of public universities in Kenya. International Academic Journal of Human Resource and Business Administration, 3(4), 174-206.
- **NKIROTE AND KIIRU (2018)** If union problems are solved harmoniously and rapidly, improved performance of workers can be achieved in organizations. Broadly, it’s not common to keep a great relationship between the administration and employees in bigger associations. Hence, workers turn to create trade union when they feel that there is little or no real connection between them, and the administration and attention are not given to their worries. In Cameroon just like other nations, initially, trade unions are created to boost collective bargaining, in due course, they culminate with impacts on coherence and productivity. Nevertheless, the impact of unions in all facets like promotion in

organizations without unions are based on age instead of merit which is likely to hinder the performance and productivity caused by worker discontentment. Additionally, unions might pose an adverse effect by utilising the monopoly they enjoy to pressure for high salaries and to present malpractices that hinder performance.

- **Mc NICHOLAS, RHINEHART, M POYDOCK, SHIERHOLZ, AND PEREZ D (2020)** “Why unions are good for workers—especially in a crisis like COVID-19: 12 policies that would boost worker rights, safety, and wages”. Economic Policy Institute Report. “Why unions are good for workers—especially in a crisis like COVID-19: 12 policies that would boost worker rights, safety, and wages”. Economic Policy Institute Report.
- **Mc NICHOLAS ET AL (2020)**, trade unions are helpful as they reduce exploitation of workers and also counteract the firm’s monopolistic strength. To satisfy short and long-term objectives, corporations want to have efficient and good workers together with good cooperativeness amongst the administration and workers.

2.2 TRADE UNION – CONCEPT

The classic definition of trade union was given by **SIDNEY AND BEATRICE WEBB** states that it is “a continuous association of wage earners for the purpose of maintaining and improving conditions of their working lives.” In their time, the brand to trade union

Organizations that existed were small and local representing a specific skill or trade. The definition refers to a “permanent organization” of workers rather than one which is created for a particular purpose and died later on. The term “wage earner” in its purview includes “salary –earns.” The objective of such association is to maintain and improve the working conditions of its members.

ABOUT TRADE UNIONS:

A **trade union** (British English) or **labour union** (American English) is an organization of workers that have banded together to achieve common goals such as better working conditions. The trade union, through its leadership, bargains with

the employer on behalf of union members (rank and file members) and negotiates labour contracts (collective bargaining) with employers. This may include the negotiation of wages, work rules, complaint procedures, rules governing hiring, firing and promotion of workers, benefits, workplace safety and policies. The agreements negotiated by the union leaders are binding on the rank and file members and the employer and in some cases on other non-member workers.

A trade union is an organization of employees formed on a continuous basis for the purpose of securing diverse range of benefits. It is a continuous association of wage earners for the purpose of maintaining and improving the conditions of their working lives.

Over the last three hundred years, many trade unions have developed into a number of forms, influenced by differing political objectives. Activities of trade unions vary, but may include:

- **Provision of benefits to members:** Early trade unions, like Friendly Societies, often provided a range of benefits to insure members against unemployment, ill health, old age and funeral expenses. In many developed countries, these functions have been assumed by the state; however, the provision of professional training, legal advice and representation for members is still an important benefit of trade union membership.
- **Collective bargaining:** Where trade unions are able to operate openly and are recognized by employers, they may negotiate with employers over wages and working conditions.
- **Industrial action:** Trade unions may enforce strikes or resistance to lockouts in furtherance of particular goals.
- **Political activity:** Trade unions may promote legislation favorable to the interests of their members or workers as a whole. To this end they may pursue campaigns, undertake lobbying, or financially support individual candidates or parties (such as the Labour Party in Britain) for public office.

A few commonly cited definitions trade union are

Dale Yoder, “A trade union is a continuous association of wage-earners for the purpose of maintaining and improving the conditions of their working lives.”

S.D. Punker, A trade union is a monopolistic combination of wage-earners who as individual producers are complementary to one another but who stand to employers in a relation of dependence for the sale of their labour and production, and that the general purpose of association is in view of that dependence to strengthen their power to bargain with the employers and bargaining collectively. However, for the sake of discussion, these definitions may sound good, but a legalistic definition of trade union is desirable in understanding its concept as prevalent in a particular society. This is because in the case of industrial dispute or on all union matter, one has to go by what the letter of laws says and not by what people perceive the union to be. The British Trade Union Act views it thus, “A trade union is a combination with the main objective of regulating the relation between workmen and masters or between workmen and workmen or between masters and masters for imposing of restrictive conditions on the conduct of any trade or business and also provision of benefits to members. In the words of India Trade Union Act, 1926, “A trade union is any combination, whether temporary or permanent, formed primarily for the purpose of regulating the relations between workmen and employers, or between workmen and workmen, between employees and employers, or for imposing restrictive conditions on the conduct of any trade or business, and includes any federation of two or more trade unions.”

This definition is defective because it allows even non-workers to form a trade union; also it is narrow and vague about the aims and purpose of forming such a union. Yet the definition with a clear and legal wording is certainly important in relation to getting a trade union registered with the Registrar of Trade Unions and when legal interpretation of trade union is required in the case of industrial disputes etc.

TRADE UNIONS IN INDIA:

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TRADE UNIONS IN INDIA:

The Trade Unionism In India Developed Quite Slowly As Compared To The Western Nations. Indian Trade Union Movement Can Be Divided Into Three Phases.

The	First	Phase	(1850	To1900)
During This Phase The Inception Of Trade Unions Took Place. During This Period, The Working And Living Conditions Of The Labor Were Poor And Their Working Hours Were Long. Capitalists Were Only Interested In Their Productivity And Profitability. In Addition, The Wages Were Also Low And General Economic				

Conditions Were Poor In Industries. In Order To Regulate The Working Hours And Other Service Conditions Of The Indian Textile Laborers, The Indian Factories Act Was Enacted In 1881. As A Result, Employment Of Child Labor Was Prohibited.

The Second Phase (1900 To 1946)

This Phase Was Characterized By The Development Of Organized Trade Unions And Political Movements Of The Working Class. Between 1918 And 1923, Many Unions Came Into Existence In The Country. At Ahmadabad, Under The Guidance Of Mahatma Gandhi, Occupational Unions Like Spinners' Unions And Weavers' Unions Were Formed. A Strike Was Launched By These Unions Under The Leadership Of Mahatma Gandhi Who Turned It Into A Satyagrah. These Unions Federated Into Industrial Union Known As Textile Labor Association In 1920. In 1920, The First National Trade Union Organization (The All India Trade Union Congress (Aituc)) Was Established. Many Of The Leaders Of This Organization Were Leaders Of The National Movement. In 1926, Trade Union Law Came Up With The Efforts Of Mr. N N Joshi That Became Operative From 1927. During 1928, All India Trade Union Federation (Aituf) Was Formed. The Third Phase Began With The Emergence Of Independent India (In 1947). The Partition Of Country Affected The Trade Union Movement Particularly Bengal And Punjab. By 1949, Four Central Trade Union Organizations Were Functioning In The Country:

1. The All India Trade Union Congress,
2. The Indian National Trade Union Congress,
3. The Hindu Mazdoor Sangh, And
4. The United Trade Union Congress

The Working Class Movement Was Also Politicized Along The Lines Of Political Parties. For Instance Indian National Trade Union Congress (Intuc) Is The Trade Union Arm Of The Congress Party. The Aituc Is The Trade Union Arm Of The Communist Party Of India. Besides Workers, White-Collar Employees, Supervisors And Managers Are Also Organized

The Characteristic Which Define A Trade Union Includes:

- I) A Statement That The Organization Is A Trade Union.

li) A Statement Of Its Principal Objectives, Clearly Specifying The Fact That The Organization Formed Is For The Betterment Of Its Members, I.E. Workers.

lii) Registration With The Registrar Of Trade Unions Having Jurisdiction On The Area Where Trade Union Functions

lv)Independence From The Employer, Which May Be Evident From The Certificate Issued By The Registrar Of Trade Unions.

V) Affiliation With The Central Trade Union Organization

All The Trade Unions Do Not Necessarily Shown These Characteristics, Yet Many Of The Large Trade Unions Do.

General Features Of Trade Unions:

Coming Out Of A Vast Array Of Literature On The Subject, Here A Few General Features Trade Unions Are Detailed Out:

(1) The Trade Union Is An Association Either Of Employers Or Employees Or Of Independent Workers. Accordingly, In India Such Unions May Consist Of

I. Merchant's Or Employers' Associations (Like The Employers' Federation Of India, The All-India Manufacturers' Organizations, And The All India Organization Of Industrial

Employers, The Tea Planters' Association Of North India, The United Planters' Association Of South India, The Indian Jute Mills Association, The Indian Sugar Mills Association The Bombay Mill Owners' Association, And The Indian Paper Mills Association;

li. The General Labour Unions

lii. The Friendly Societies And

lv. Combination Of Intellectual Labour Like (The All-India Teachers' Association; The

All-India Bank Employees' Association; The All-India Medical Doctors' Association; The Railway Men's Federation; National Federation Of Posts And Telegraphs Workers; The All-India Mine Workers' Federation Etc.) On The Other Hand, In England, The Term "Trade Union" Also Refers To The Associations Of Professional Persons Such As Artists' Federations, Musicians' Union Etc. In China, They Refer

To The Trade Union As An Association Of Members Of Manual Wage Earners In Enterprises, Institutions Schools And Also Working Class Engaged In Irregular Employments.

In The Erstwhile Ussr, They Were A Mass Non-Party Public Organization Which Units On A Voluntary Basis, The Workers And Other Employees Of All Occupations. They Are Really The Masses Of Workers And Others Employees Around The Party Which Are Mobilized For The Struggle To Build A Communist Society.” In Usa, These Organizations Are Combinations Of All Persons In A Given Trade With The Purpose Of Demanding And Securing For Each And All Of Them A Definite Minimum Standard Of Wages, Hours And Conditions Of Works. It May, However, Be Noted That All Similar Organizations Cannot Truly Be Regarded As Trade Unions, Because The Associations Of Employers Are Concerned With Influencing The Terms Of Purchase Of Services In Favor Of Their Members Which They Need For Performing Particular Tasks. The Associations Of Professional Persons Too Cannot Be Regarded As True Trade Unions Because Their Main Objectives Are To Improve The Training And Education Of Their Members. Further, Such Associations Include The Self-Employed As Well As The Employees. The Trade Union Should, Therefore, Be Regarded As An Association Only Of Workers Or Employees. Thinkers Like The Webb’s, Gunnison And Others Do Not Recognize The Employers’ Associations And Professional Bodies As Trade Unions Because They Differ Fundamentally From The Workers’ Organizations. They Are Of The View That If Professional Associations Are Treated As Trade Unions, A Similar Problem May Arise For Associations Of Sellers Of Services, Like Traveling And Commission Agents, Bankers, Insurance And Property Brokers And Hotel Owners, And To Include Them Within The Fold Of The Trade Unions Would Be Cumbersome And Undesirable. Sometimes, Workers Allow Their Employers To Join Their Unions And Vice Versa. Such Organization May Be Called Trade Combinations Or Mixed Combinations As Provided In The Statutory Provisions In Chile, France, Hungary And Romania. In India, Such Organizations Have Been Referred To As Quasi-Unions.

(2) Labour Unions Are Relatively Permanent Association Of Workers And Are Not Temporary Or Casual: They Persist Throughout The Years And Conceive Of Their

Purpose As On Which Is Not Merely Immediate But Continues. They Do Not Expect To Attain Their Objectives In A Day Because They Anticipate And Contemplate Continuing Stream Of Additional Objectives To Be Adopted From Time To Time. The Most Frequently Used Techniques By Trade Union Is Collective Bargaining By Which Is Meant The Subordination Of Individual Employer-Employee Relationships, In So Far As The Latter Involve Determination Of Wages And Other Conditions Of Employment-Agreements Affecting All Workers In A Group, Arrived At By Means Of Bargaining Carried On Not By Workers Themselves But By Their Union Representatives.

(3) A Trade Union Is An Association Of Workers Who Are Engaged In Securing Economic Benefits For Its Members: In Other Words It Is Essentially "A Cooperative Labour Marketing Association." Its Purpose Is To Secure Control Of The Supply Of Labour In One Or More Markets And To Maintain That Control As A Means Of Fixing The Price Of Labour As Well As The Conditions Under Which It Works. But This Does Not Mean That The Advancement Of The Economic Interests Of Its Members Is The Sole Purpose Of A Trade Union. As They Also Try To Advance The Social Political And Cultural Complex Co Economic, Legal, Ethical And Social Problems, Which Can Be Understood And Met Only By Knowing The Facts And Genesis Of The Viewpoint Of Organized Labour In All Its Diversity, Contradictions And Shifting Character And By Considering This Viewpoint In Relation To Developing Social Contradictions And Social Traditions. The Trade Unions Of To-Day Are Purist In Character And By So Slowly Changing Environment. The Traditional Concept Of Trade Union Functions Which Was To Defend The Workers' Rights And Interests Against The Employers And The State Has Now Changed And Been Replaced By A New Approach To Its Functions, Namely:

- (I) Protection Of Workers And Provision For Their Security;
 - (li) Improving The Wages, Conditions Of Work And Standards Of Living;
 - (lii) Raising The Status Of The Workers As A Part Of Industry And Citizen Of Society; And
 - (Iv) Contributing In Nation's Socio-Economic Development
- (4) The Character Of Trade Unions Has Been Constantly Changing: The Changes In Technology And System Of Production Create Fresh Problems. Trade Unions

Change Their Methods And Their Working To Adjust Themselves To Changing Circumstances.

Therefore, There Has Been No Finality About Trade Unions Their Working And Their Methods. They Have Gradually Evolved And Have Now Come To Occupy An Important Place In Modern Industrial Order. "From Criminal And Illegal Associations, They Have Now Become Legalized And Recognized Institutions; From Institutions Which Were Only Very Small Bodies, They Have Now Become Gigantic Associations; Form Institutions That Were Primarily Interested In The Advancement Of The Cause Of Their Own Membership, They Have Now Become Institutions Which Are Interested In The Social, Cultural And Political Development Of The Country". The Trade Unions, Thus, Have Made Remarkable Progress Since Their Inception

(5) The Origin And Growth Of Trade Unions Have Been Influenced By A Number Of Ideologies: The Socio Economic And Even Political Movements Have Influenced Trade Unions In One Or The Other Way. The Marx And Engels' Theory Of Class War Influenced Trade Unionism In A Number Of Ways. Their Theory Of Class-Conflict And Dialectical Materialism Created A Class Of Trade Unionists Who Regarded Labour Organization As "Absolutely Essential For Bringing About A Revolutionary And Fundamental Change In The Social Order." The Proletariat Must Overthrow The Present Bourgeois Class, Capture State Power And Usher In A Classless Society Because The Capitalistic Class Has Long Defensive, Namely, To Fight For The Maintenance Of The Existing Wages, To Demand (Relatively) Higher Wages, And The Betterment Of The Conditions Of Work.

The Socialists, Followed By The Webb's, Consider Trade Unionism To Be An Extension Of The "Principle Of Democracy" In The Sphere Of Industry. They Require Trade Unions To Be Institutions For Overcoming Managerial Dictatorship To Strengthen Individual Laborers' And To Give Them A Voice In The Determination Of The Conditions Under Which They Have To Work. The Webb's Observed: "If The Democratic State Is To Attain Its Fullest And Finest Development, It Is Essential That The Actual Needs And Desires Of The Human Agents Concerned Should Be The Main Consideration In Determining The Conditions Of Employment." Here, Then, We Find The Special Function Of The Trade Union In The Administration Of Industry. India, Too Has Accepted "The Creation Of Industry

Democracy As A Prerequisite Of The Establishment Of A Socialist Society. Lenin Characterized The Trade Union As “An Educational Organization, A School Administration, A School Of Economic Management, A School Of Communism.” In All Socialist Countries, It Has Been Accepted That The Trade Unions Have To Take An Active Part In Preparing Laws Concerning Labour, Production, And The Way Of Life, Culture And The Implementation Of These Laws. There Is No Doubt There Is A Class Conflict, But It Is Sought To Be Met Through Equality And Collective Agreements And Joint Consultations. The State Recognizes The Rights Of The People To Work, Rest And Leisure And Maintenance In Old Age, Sickness And Disability, Education And Equal Pay Of Equal Work. The Workers And Managers Have The Same Common Purpose, Namely, To Promote The Interests Of The Socialist State With Which Their Own Interest Are Bound Up.

Prof. Gosh Observers, Although Modern Unions’ Interest Is The Production Problem Of The Industry Or Their Concern With The Broader Social Affairs Like Employment Of Price Stabilization, May Be Explained As Derivations From Their Primary Interest-Maintaining Or Improving Or Improving The Conditions Of Their Members’ Working Lives It Cannot Explain The Keeness With Which Many Of The Modern Trade Unions In Different Countries Demand Not Only The Right To Be Consulted In Production Problems And Workers’ Welfare Arrangements By The Management, But Also A Direct Share In The Management Itself. Demand For Industrial Democracy Has Always Influenced A Section Of The Working Class, But, In The Fifties Of The 20th Century The Demand Has Gained Particular Intensity In The Trade Union Circles Of A Large Numbers Of Countries, Including Some Underdeveloped Ones.

In Fine, It Can Be Said That The Modern Trade Union Retains Four Characteristics From Its Early Origins:

- (I) It Is Economically –Oriented
- (li) It Is An Instrument Of Defense.
- (lii) It Implies Class Distinction
- (Iv) It Is An Outcome Of An Individualistic Society.

Functions Of Trade Unions

The Functions Of Modern Trade Unions Are Wide And More Comprehensive Than Those Of Their Forerunners. Generally Speaking, These Functions Have Been Termed As – (I) Militant Of Protection Functions, And (Ii) Fraternal, Ministrant Of Positive Functions. The Former Functions Aim At Securing Better Conditions Of Work And Employment For Members Through Militant Activities Such As Strikes, Gherao, Etc. If There Is Failure Of Collective Bargaining. The Latter Functions Provide Benefits To Their Members And Support To Them During Strikes/Lockouts Or During Periods So Temporary Unemployment By Giving Them Financial Support Out Of The Funds Raised With Their Contributions.

One Author Has Categorized The Functions Of Trade Union As Intra-Mural And Extramural Functions. The Former Include The Welfare Schemes Of The Unions Within Factory Premises To Improve Workers' Conditions Of Employment; Regulation Of Hours Of Work, And Provision Of Rest Intervals, Adequate Wages, Sanitation, Safety And Security; Continuity Of Employment, Etc. For Performing These Functions, Collective Bargaining, Negotiations And Resort To A Strike/Lockout May Be Adopted. The Latter Include Welfare Schemes Carried On With A View To Help Workers When In Need Of Such Assistance (Medical Of Financial) During Casualties, Provision Of Education, Recreational And Housing Facilities; Provision Of Social And Religious Benefits, Including Payment Of Expenses Of Funeral Or Religious Ceremonies For The Deceased Members Of Their Dependants. All These Measures Are Designed To Inculcate The Spirit Of Cooperation Among The Workers.

According To **Samuel Gompers**, "Trade Unions Were Born Of The Necessity Of Workers To Protect And Defend Themselves From Encroachment, Injustice, And Protect The Workers In Their Inalienable Right To Higher And Better Life; To Protect Them, Not Only As Equal Before The Law, But Also In Their Rights To The Product Of Labour, To Protect Their Lives, Their Limbs, Their Health, The Homes, Their Firesides, Their Liberties As Men, As Workers, As Citizens, To Overcome And Conquer Prejudice And Antagonism, To Secure Them The Fight To Life, And The Opportunity To Maintain The Result Of Their Brain And Brawn, And The Civilization Of Which They Are The Founders And The Mainstay. Before We Give

A Consolidate Picture Of The Functions/Objectives Of A Trade Union, It Would Be Useful To Glance At Their Functions In Some Countries.

. In India, Trade Unions Generally Undertake The Following Functions:

(I) To Achieve Higher Wages And Better Working And Living Conditions For The Members.

(li) To Acquire Control Over Industry By Workers.

(lii) To Minimize The Helplessness Of The Individual Workers By Making Them Stand-Up Unify And Increasing Their Resistance Power Through Collective Bargaining; Protecting The Members Against Victimization And Injustice By Employers.

(Iv) To Raise The Status Of The Workers As Partners In Industry And Citizens Of Society By Demanding An Increasing Share For Them In The Management Of Industrial Enterprises.

(V) To Generate Self-Confidence Among The Workers.

(Vi To Encourage Sincerity And Discipline Among Workers.

(Vii) To Take Up Welfare Measures For Improving The Morale Of The Workers.

The National Commission On Labour Has Underscored Certain Basic Functions To Which Trade Unions Have To Pay Greater Attention Such As:

1. To Secure Fair Wages For Workers.
2. To Safeguard The Security Or Tenure And Improve Conditions Of Service.
3. To Enlarge Opportunities For Promotion And Training.
4. To Improve Working And Living Conditions.
5. To Provide For Educational, Cultural And Recreational Facilities.
6. To Cooperate And Facilitate Technological Advancement By Broadening The Understanding Of Workers In The Issues Involved In Their Jobs. To Promote Identity Of Interests Of The Workers With Their Industry.
7. To Offer Responsive Cooperation In Improving Levels Of Production And Productivity, Discipline And High Standards Of Quality.
8. To Promote Individual And Collective Welfare.

Trade Union And Its Importance

The Existence Of A Strong And Recognized Trade Union Is A Pre-Requisite To Industrial Peace. Decisions Taken Through The Process Of Collective Bargaining

And Negotiations Between Employer And Unions Are More Influential. Trade Unions Play An Important Role And Are Helpful In Effective Communication Between The Workers And The Management. They Provide The Advice And Support To Ensure That The Differences Of Opinion Do Not Turn Into Major Conflicts. The Central Function Of A Trade Union Is To Represent People At Work. But They Also Have A Wider Role In Protecting Their Interests. They Also Play An Important Educational Role, Organizing Courses For Their Members On A Wide Range Of Matters. Seeking A Healthy And Safe Working Environment Is Also Prominent Feature Of Union Activity.

Trade Unions Help In Accelerated Pace Of Economic Development In Many Ways As Follows:

- By Helping In The Recruitment And Selection Of Workers.
- By Inculcating Discipline Among The Workforce
- By Enabling Settlement Of Industrial Disputes In A Rational Manner
- By Helping Social Adjustments. Workers Have To Adjust Themselves To The New Working Conditions, The New Rules And Policies.

Workers Coming From Different Backgrounds May Become Disorganized, Unsatisfied And Frustrated. Unions Help Them In Such Adjustment.

Trade Unions Are A Part Of Society And As Such, Have To Take Into Consideration The National Integration As Well. Some Important Social Responsibilities Of Trade Unions Include:

Promoting And Maintaining National Integration By Reducing The Number Of Industrial Disputes Incorporating A Sense Of Corporate Social Responsibility In Workers

Features Of Trade Unions:

1. It Is An Association Either Of Employers Or Employees Or Of Independent Workers. They May Consist Of:-
 - a. Employers' Association (Eg. Employers Federation Of India, Indian Paper Mill Association, Etc.)
 - b. General Labor Unions
 - c. Friendly Societies
 - d. Unions Of Intellectual Labor (Eg. All India Teachers Association)

2. It Is Formed On A Continuous Basis. It Is A Permanent Body And Not A Casual Or Temporary One. They Persist Throughout The Year.
3. It Is Formed To Protect And Promote All Kinds Of Interests –Economic, Political And Social-Of Its Members. The Dominant Interest With Which A Union Is Concerned Is, However, Economic.
4. It Achieves Its Objectives Through Collective Action And Group Effort. Negotiations And Collective Bargaining Are The Tools For Accomplishing Objectives.

III - RESEARCH METHODOLOGY :

3.1 Methodology:

Research Is A Careful Investigation Or Inquiry Specifically Through Search For New Facts In Any Branch Of Knowledge. It Is An Original Contribution To The Existing Stock Of Knowledge Making For Its Advancement. Research Methodology Is A Systematic Way Of Solving The Research Problem. It Is Theoretical Analysis Of The Methods Applied To A Field Of Study.

3.2 Research Design:

Research Design Is The Framework Of Research Methods And Techniques Chosen By A Researcher. Proper Research Design Sets Your Study Up For Success. Successful Research Studies Provide Insights That Are Accurate And Unbiased. A Researcher Must Have A Clear Understanding Of The Various Types Of Research Design To Select Which Model To Implement For A Study.

The Function Of A Research Design Is To Ensure That Requisite Data In Accordance With The Problem At Hand Is Collected Accurately And Economically. Simply Stated, It Is The Framework, A Blueprint For The Research Study Which Guides The Collection And

Analysis Of Data. The Research Design, Depending Upon The Needs Of The Researcher May Be A Very Detailed Statement Or Only Furnish The Minimum Information Required For Planning The Research Project.

- In This Study Descriptive Research Design And Diagnostic Research Design Has Been Adopted To Determine The Specific Predictions And Facts And Characteristics Relating To An Individual, Group Or Situation.
- The Nature Of The Research Used In The Research Is Descriptive Approach It Is A Fact Finding Investigating With Adequate Interpretation. It Seeks To Describe A Problem By Using Questionnaires.

3.3 Sources Of Data:

Methods Of Data Collection:

The Data's Were Collected Through Primary And Secondary Sources.

Primary Sources:

The Primary Sources Of Data Are Discussion With Employees And Data's Collected Through Questionnaire Which Were Given To Employees To Answer.

Secondary Sources:

The Secondary Sources Of Data Mainly Consists Of Data And Information Collected From Records, Company Websites, Internet, And Discussion With The Management Of The Organization, Journals, Magazines, Books And Other Sources Of Data.

3.4 Questionnaire Development:

A Total Of Thirty Three Questions Were Framed For The Questionnaire Covering Of Personal And Basic Information that includes of the employees behaviours, attitudes, experience and general information about themselves and Various Aspects Of Trade Unions.

- **Basic Information -**
- **Personal Information**
- **Research Related Questions.**

3.5 Sample Size:

- **Sample Size:**

The Sample Size Consists Of 132 Respondents Of Employees From Various Departments Within The Organization.

- **Sampling Technique:**

The Procedure Used In This Study Is Probability Sampling. Under This Every Item Of The Frame Has An Equal Chance Of Inclusion In The Sample. Under Probability Sampling We Are Using Simple Random Sampling. Simple Random Sampling Is A Type Of Probability Sampling In Which The Researcher Randomly Selects A Subset Of Participants From A Population. Each Member Of The Population Has An Equal Chance Of Being Selected. The total population consist of 210 employees in out that we took 132 of employees for our sample.

3.6 Hypothesis Framed:

H1: There Is Significant Difference Between The Gender Of The Employee And Reason For Them Being In Trade Union.

H2: There Is Significant Difference Between The Experience Of The Employee And Their Opinion Towards Trade Union Growth.

H3: All the employees who agree that trade unions are needed will actively participate in union work.

H4: There is the relationship between the employees who feel they are not able to finish office work because of union and who sometimes feel unions are not needed.

DATA ANALYSIS AND INTERPRETATION:

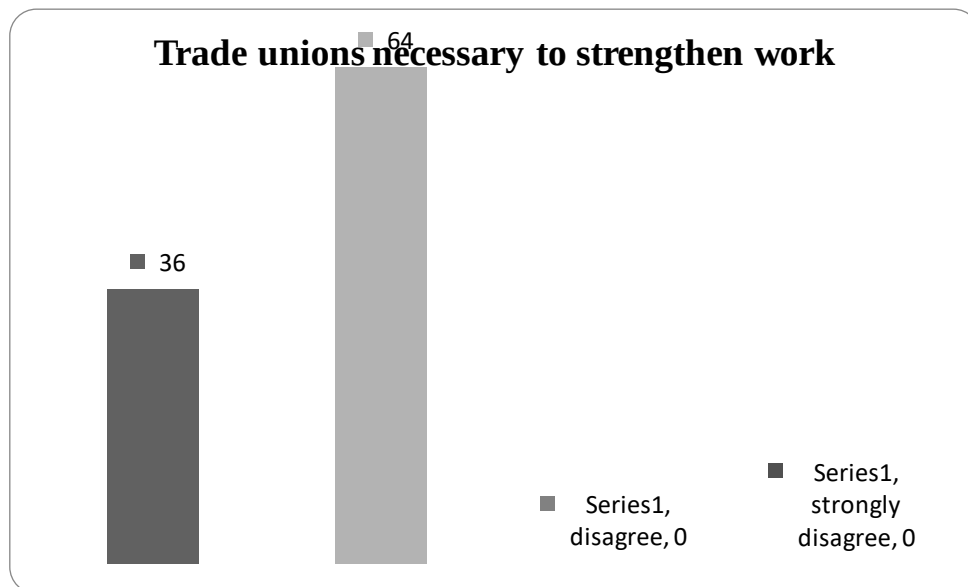
4.1 Percentage Analysis:

Table: 4.1

Q) Trade Unions Necessary To Strengthen Work:

Response	No Of Respondents	Percentage
Strongly Agree	47	36
Agree	85	64
Disagree	0	0
Strongly Disagree	0	0
Total	132	100

Chart: 4.1



Interpretation:

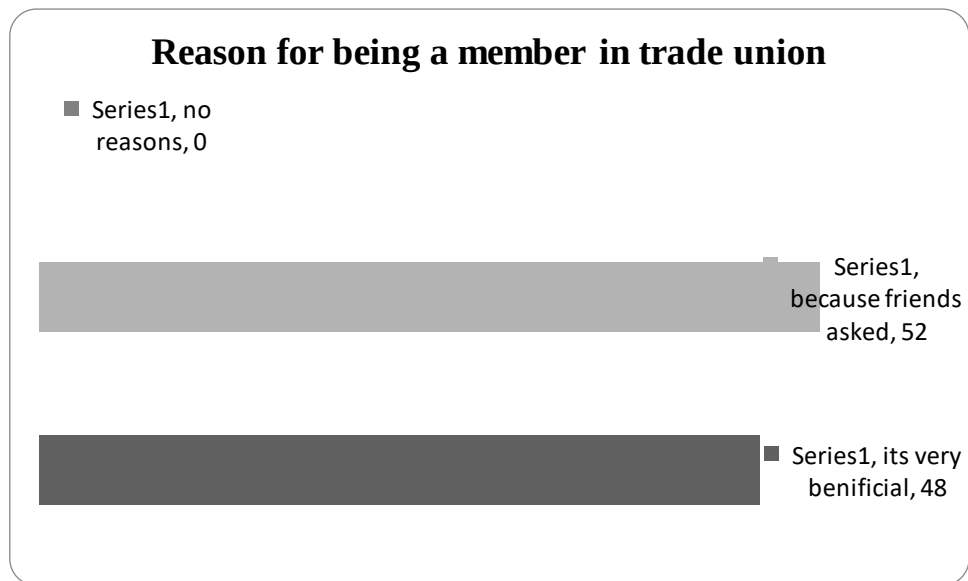
From The Survey 36% Of Employees Strongly Agree And 64% Agree That Trade Unions Are Necessary To Strengthen Employees At Work.

Table: 4.2

Q) Reason For Being A Member In Trade Union:

Response	No Of Respondents	Percentage
Its Very Beneficial	63	48
Because Friends Asked	69	52
No Reasons	0	0
Total	132	100

Chart: 4.2



Interpretation:

The Reason For Being In Union, 48% Of The Employees Feel It's Very Beneficial And 52% Joined Because Their Friends Asked To Join.

Table: 4.3

Response	No Of Respondents	Percentage
Fnto	35	26%
Firthouse Ginning Factory Eu	29	22%
Nfte (Firthouse Ginning Factory)	42	32%
Others	26	20%
Total	132	100

Q) Name Of The Trade Union You Belong

Chart: 4.3

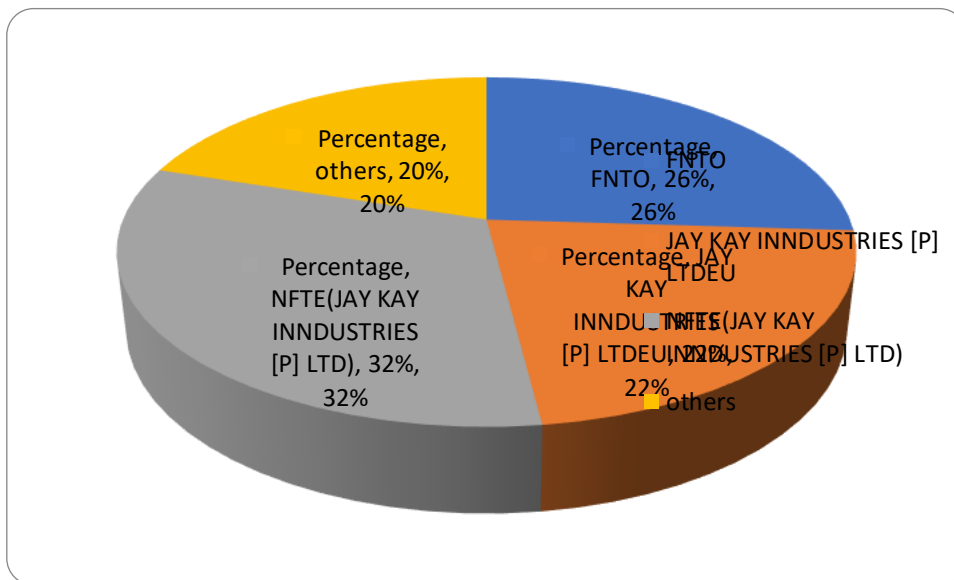


Table: 4.4

Q) Majority Union Is Selected Through Secret Ballot:

Response	No Of Respondents	Percentage
Yes	132	100%
No	0	0
Total	132	100%

Chart:4.4



Interpretation:

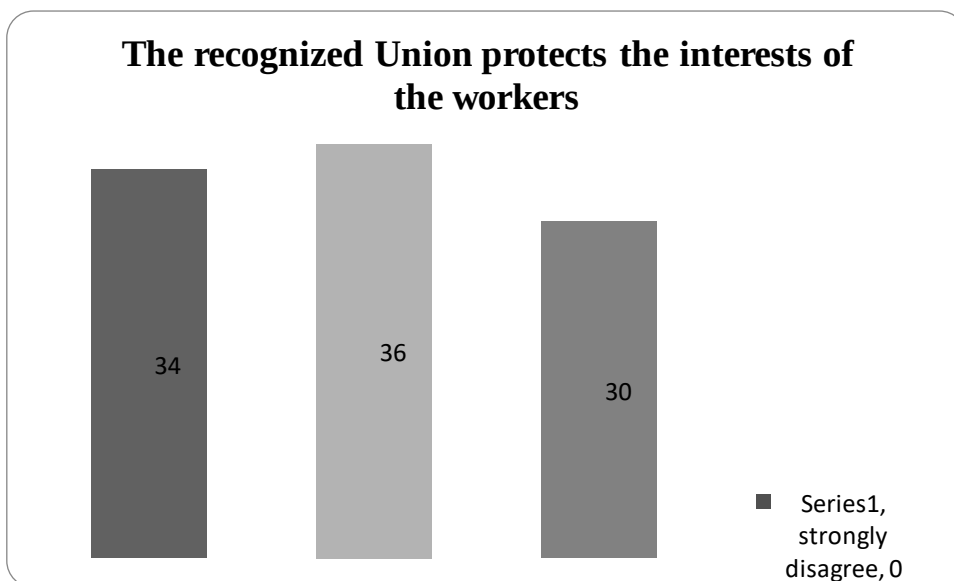
All Have Agreed That Selection Of Majority Union Is Through Secret Ballot.

Table: 4.5

Q) The Recognized Union Protects The Interests Of The Workers?

Response	No Of Respondents	Percentage
Strongly Agree	45	34
Agree	48	36
Disagree	39	30
Strongly Disagree	0	0
Total	132	100

Chart: 4.5



Interpretation:

34% Of The Employees Have Strongly Agreed.

36% Of The Employees Have Agreed.

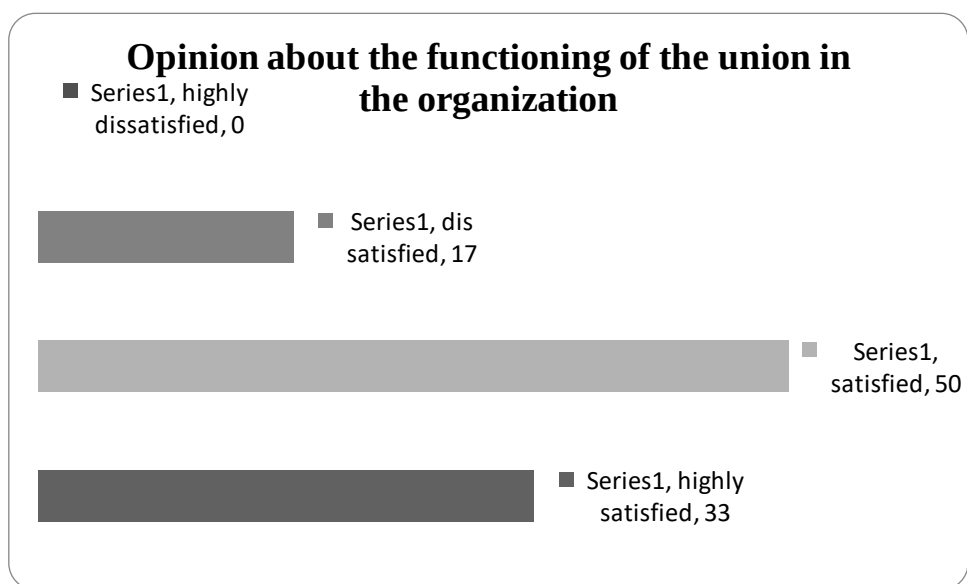
And 30% Have Disagreed.

Table: 4.6

Q) Opinion About The Functioning Of The Union In Your Organization.

Response	No Of Respondents	Percentage
Highly Satisfied	44	33
Satisfied	67	50
Dissatisfied	21	17
Highly Dissatisfied	0	0
Total	132	100

Chart: 4.6



Interpretation:

33% Of The Employees Are Highly Satisfied.

50% Of The Employees Are Satisfied.

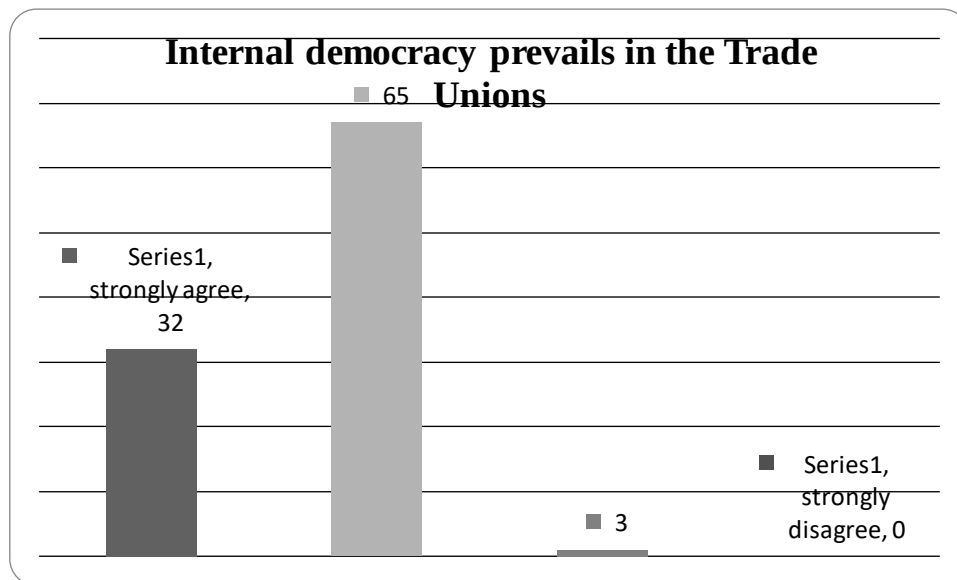
17% Of The Employees Are Dissatisfied.

Table: 4.7

Q) Internal Democracy Prevails In The Trade Unions Here

Response	No Of Respondents	Percentage
Strongly Agree	42	32%
Agree	86	65%
Disagree	4	3%
Strongly Disagree	0	0%
Total	132	100%

Chart: 4.7



Interpretation:

32% Of The Employees Strongly Agree.

65% Of The Employees Agree.

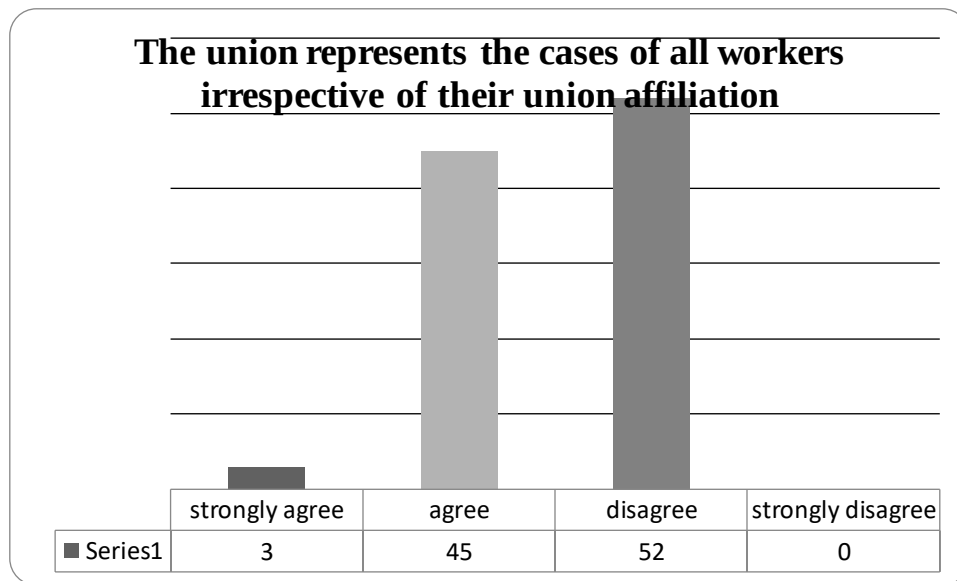
3% Of The Employees Disagree.

Table:4.8

Q) The Recognized Union Represents The Cases Of All Workers Irrespective Of Their Union Affiliation:

Response	No Of Respondents	Percentage
Strongly Agree	4	3
Agree	59	45
Disagree	69	52
Strongly Disagree	0	0
Total	132	100

Chart: 4.8



Interpretation:

3% Of The Employees Strongly Agree.

45% Of The Employees Agree.

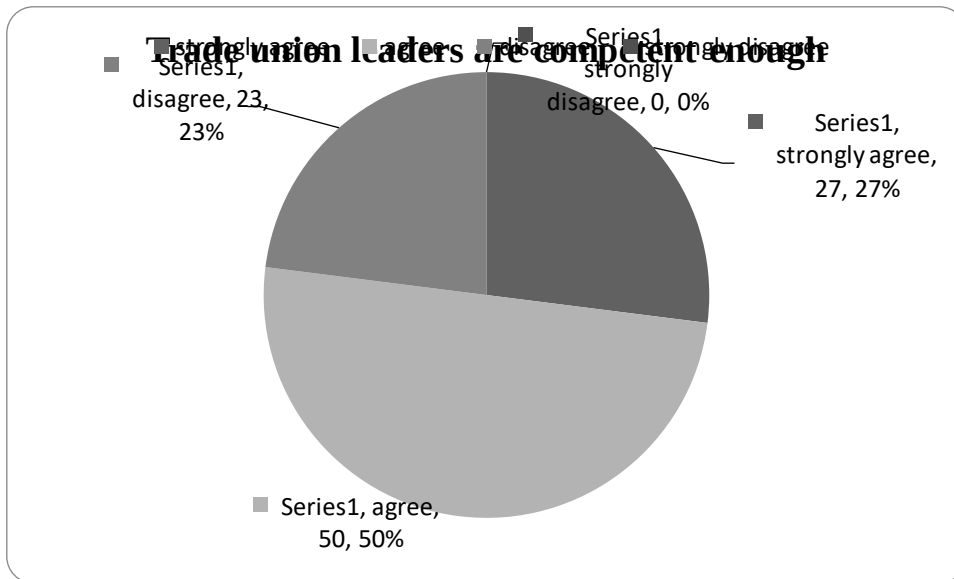
And 52% Of The Employees Disagree.

Table: 4.9

Q) Trade Union Leaders Are Competent Enough To Organize The Trade Union Activities.

Response	No Of Respondents	Percentage
Strongly Agree	35	27%
Agree	66	50%
Disagree	31	23%
Strongly Disagree	0	0%
Total	132	100%

Chart: 4.9



Interpretation:

27% Of The Employees Strongly Agree.

50% Of The Employees Agree.

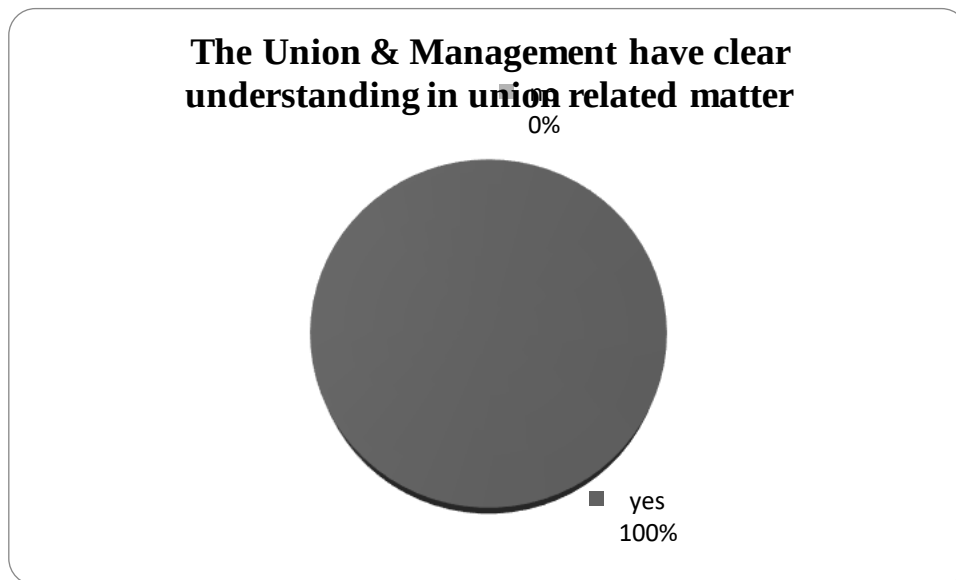
And 23% Of The Employees Disagree.

Table: 4.10

Q) The Union & Management Have Clear Understanding In Dealing With The Union Related Matter:

Response	No Of Respondents	Percentage
Yes	132	100
No	0	0
Total	132	100

Chart: 4.10



Interpretation:

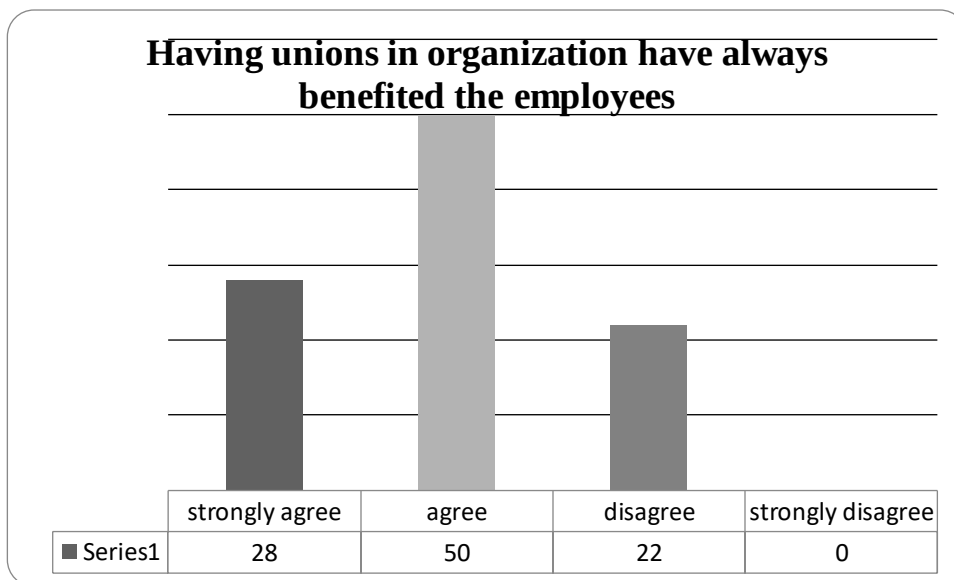
All The Employees Have Answered Yes.

Table:4.11

Q) Having Unions In Organization Have Always Benefited The Employees?

Response	No Of Respondents	Percentage
Strongly Agree	37	28
Agree	66	50
Disagree	29	22
Strongly Disagree	0	0
Total	132	100

Chart:4.11



Interpretation:

28% Of The Employees Strongly Agree.

50% Of The Employees Agree

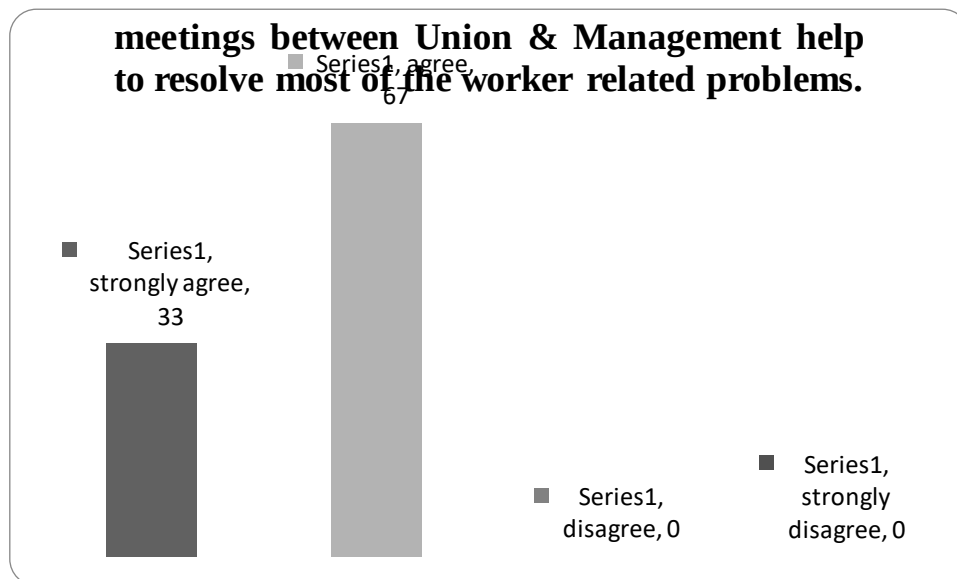
And 22% Of The Employees Disagree.

Table: 4.12

Q) The Meetings Between Union & Management Help To Resolve Most Of The Worker Related Problems.

Response	No Of Respondents	Percentage
Strongly Agree	43	33
Agree	89	67
Disagree	0	0
Strongly Disagree	0	0
Total	132	100

Chart: 4.12



Interpretation:

33% Of The Employees Have Strongly Agreed.

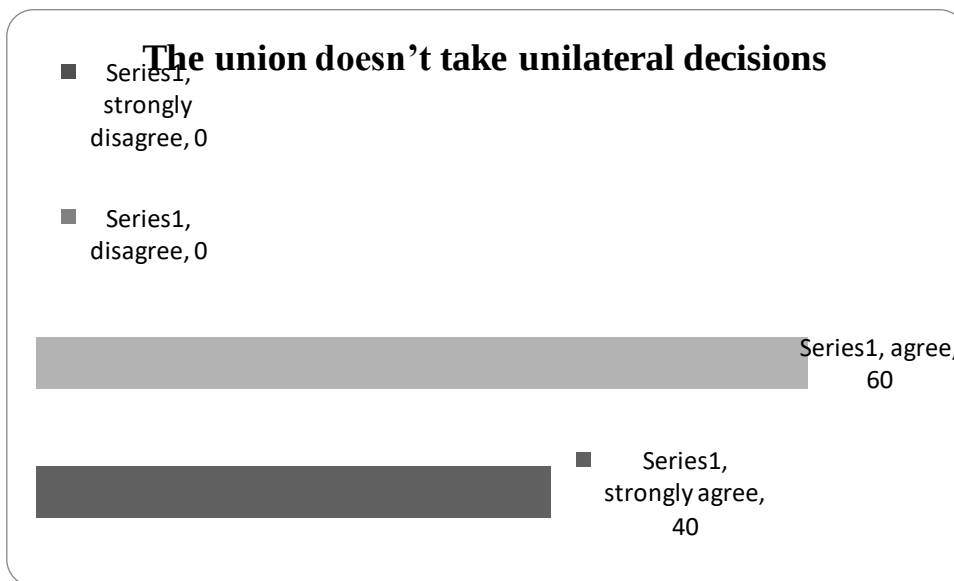
And 67% Of The Employees Have Agreed.

Table: 4.13

Q) The Union Doesn't Take Unilateral Decisions In Respect Of The Matters That Affect Workmen

Response	No Of Respondents	Percentage
Strongly Agree	53	40
Agree	79	60
Disagree	0	0
Strongly Disagree	0	0
Total	132	100

Chart: 4.13



Interpretation:

40% Of The Employees Strongly Agree.

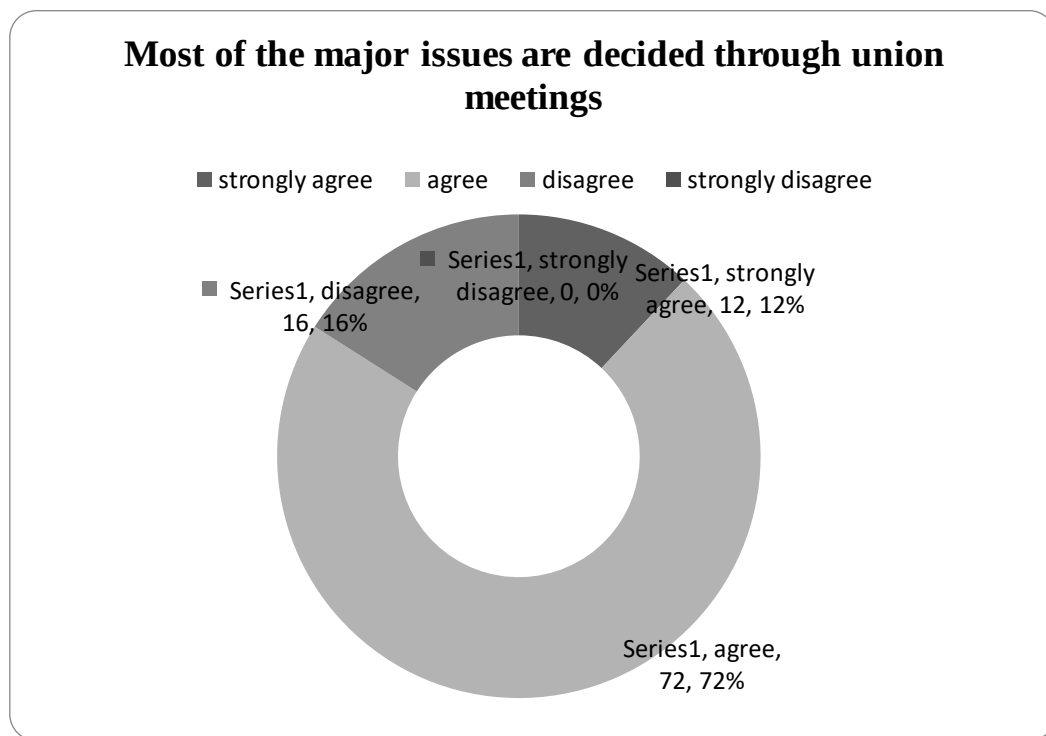
And 60% Of The Employees Agree With This.

Table: 4.14

Q) Most Of The Major Issues Such As Wages, Allowances & Promotion Policy Etc., Are Decided Through Union Meetings

Response	No Of Respondents	Percentage
Strongly Agree	16	12
Agree	95	72
Disagree	21	16
Strongly Disagree	0	0
Total	132	100

Chart: 4.14



Interpretation:

12% Of The Employees Strongly Agree.

72% Of The Employees Agree.

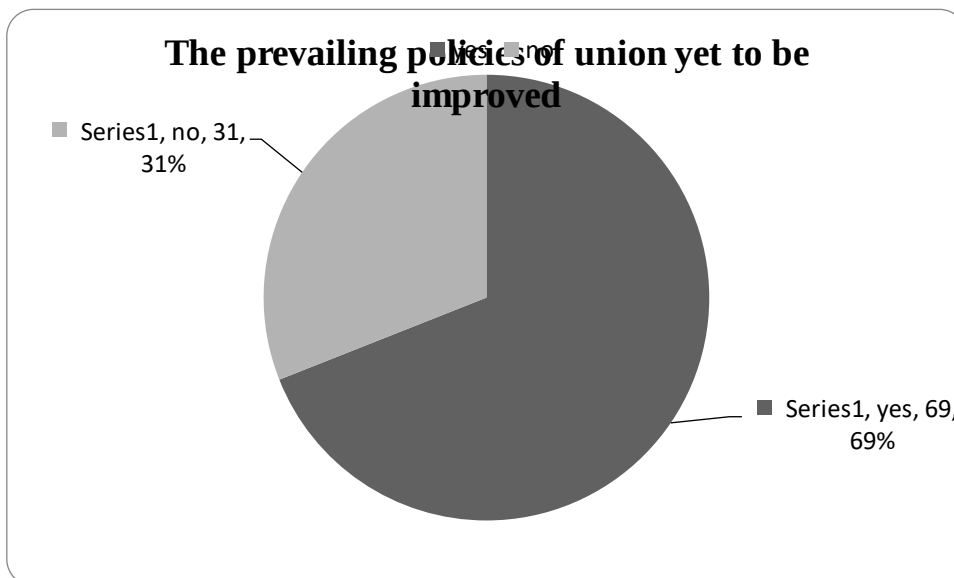
And 16% Of The Employees Disagree.

Table: 4.15

Q) The Prevailing Policies Of Union Yet To Be Improved:

Response	No Of Respondents	Percentage
Yes	91	69
No	41	31
Total	132	100

Chart: 4.15



Interpretation:

69% Of The Employees Feel That Prevailing Policy Of The Union Have To Be Improved Yet.

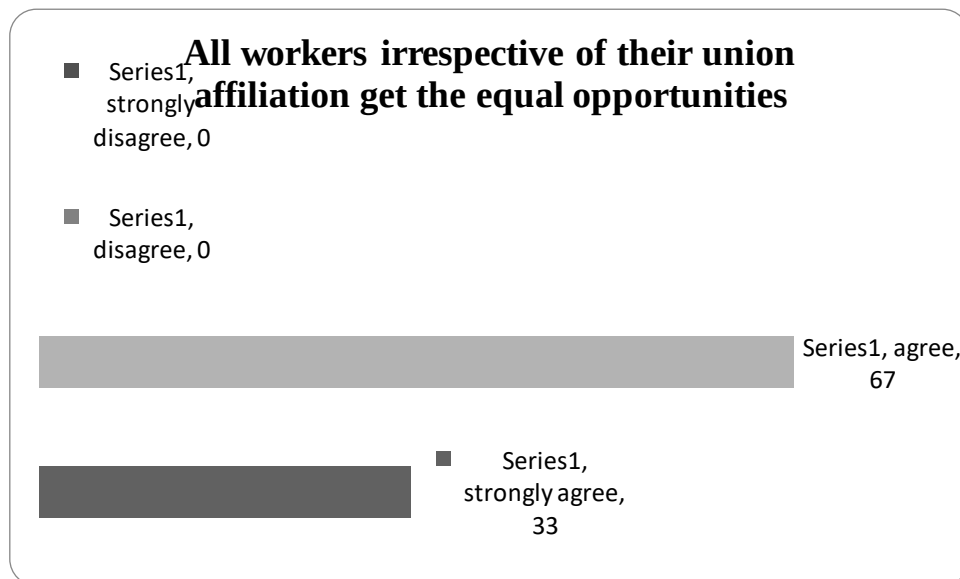
And 31% Of Them Don't Feel So.

Table: 4.16

Q) All Workers Irrespective Of Their Union Affiliation Get The Equal Opportunities In Service Matters Such As Promotions Etc.

Response	No Of Respondents	Percentage
Strongly Agree	44	33%
Agree	88	67%
Disagree	0	0
Strongly Disagree	0	0
Total	132	100%

Chart: 4.16



Interpretation:

33% Of The Employees Strongly Agree.

67% Of The Employees Agree.

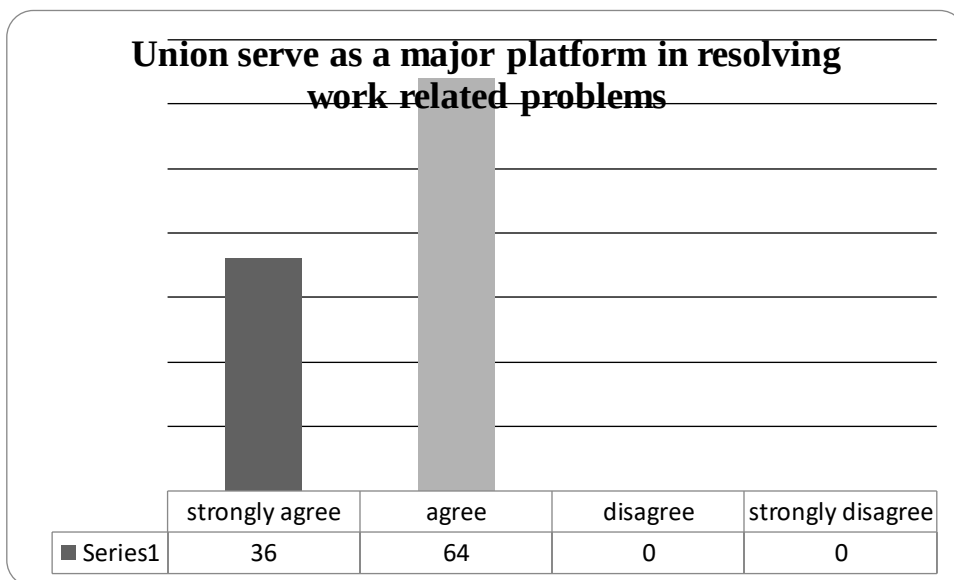
And None Disagree.

Table: 4.17

Q) Union Serve As A Major Platform In Resolving Work Related Problems.

Response	No Of Respondents	Percentage
Strongly Agree	47	36%
Agree	85	84%
Disagree	0	0
Strongly Disagree	0	0
Total	132	100%

Chart: 4.17



Interpretation:

36 % Of The Employees Strongly Agree.

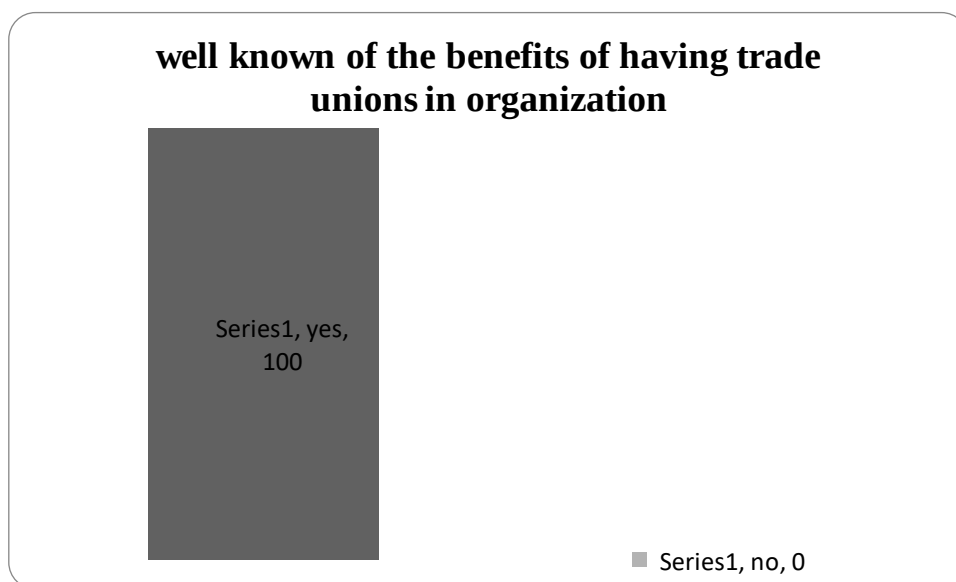
And 64% Of Them Agree With It.

Table:4.18

Q) Are You Well Known Of The Benefits Of Having Trade Unions In Organization?

Response	No Of Respondents	Percentage
Yes	132	100
No	0	0
Total	132	100

Chart: 4.18



Interpretation:

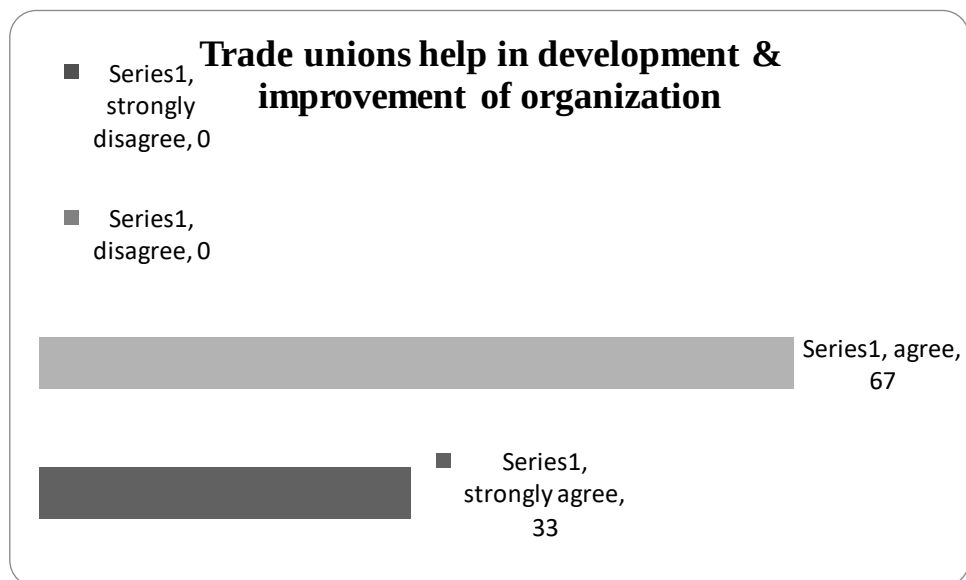
All The Employees Are Well Known About The Benefits Of Having Trade Union In Organization.

Table: 4.19

Q) Trade Unions Help In Development & Improvement Of Organization?

Response	No Of Respondents	Percentage
Strongly Agree	44	33
Agree	88	67
Disagree	0	0
Strongly Disagree	0	0
Total	132	100

Chart: 4.19



Interpretation:

33% Of The Employees Strongly Agree.

67% Of The Employees Agree.

Table: 4.20

Q) Each And Every Employee Has To Play An Active Part In The Better Functioning Of Trade Unions?

Response	No Of Respondents	Percentage
Strongly Agree	10	8
Agree	36	27
Disagree	86	65
Strongly Disagree	0	0
Total	132	100

Chart: 4.20



Interpretation:

8% Of The Employees Strongly Agree.

27% Of The Employees Agree.

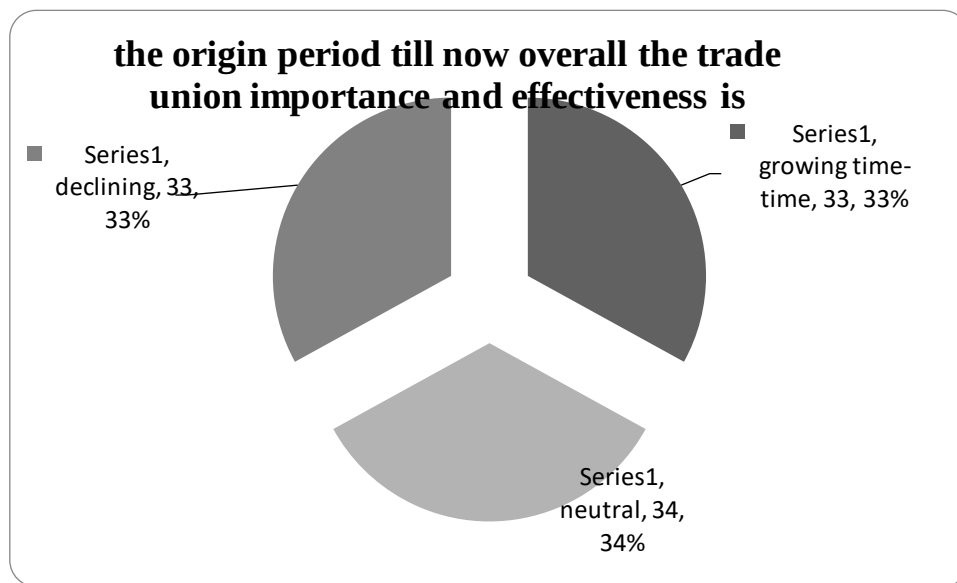
And 65% Of Them Disagree.

Table:4.21

Q) From The Origin Period Till Now Overall The Trade Union Importance And Effectiveness Is?

Response	No Of Respondents	Percentage
Growing From Time-Time	43	33
Neutral	45	34
Declining	44	33
Total	132	100

Chart: 4.21



Interpretation:

33% Of Them Feel Its Growing From Time-Time.

34% Of Them Feel It's Neutral.

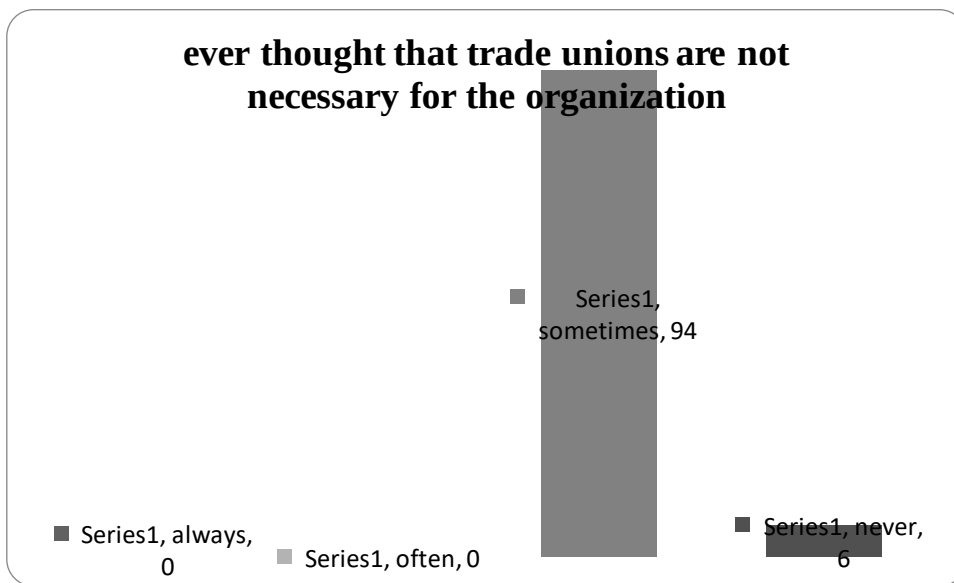
33% Of Them Feel Its Declining.

Table: 4.22

Q) Have Ever Thought That Trade Unions Are Not Necessary For The Organization?

Response	No Of Respondents	Percentage
Always	0	0
Often	0	0
Sometimes	124	94
Never	8	6
Total	132	100

Chart: 4.22



Interpretation:

94% Of The Employees Sometimes Had Thought So

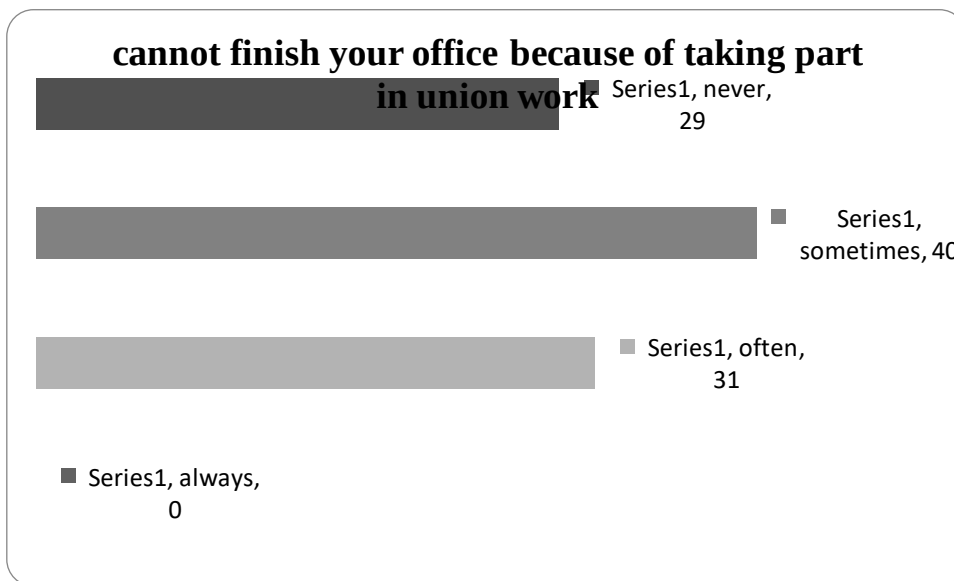
6% Of The Employees Never Feel So.

Table: 4.23

Q) Have You Felt That You Cannot Finish Your Office Because Of Taking Part In Union Work?

Response	No Of Respondents	Percentage
Always	0	0
Often	41	31
Sometimes	53	40
Never	38	29
Total	132	100

Chart: 4.23



Interpretation:

31% Of The Employees Often Feel That They Can't Finish The Work,

40% Of The Employees Sometimes.

And 29% Of The Employees Never Feel So.

4.2 Chi-Square:

Chi – Square Test

Aim: To Test The Relationship Between The Gender Of The Employee And Reason For Them Being In Trade Union.

Ho: There Is No Significant Difference Between The Gender Of The Employee And Reason For Them Being In Trade Union.

H1: There Is Significant Difference Between The Gender Of The Employee And Reason For Them Being In Trade Union.

Gender * Q3 Crosstabulation

	Q3		Total
	Its Beneficial	Because My Friends Asked	
Gender Male	29	24	53
Female	34	45	79
Total	63	69	132

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-Sided)	Exact Sig. (2-Sided)	Exact Sig. (1-Sided)
Pearson Chi-Square	1.734 ^a	1	.188		
Continuity Correction ^b	1.298	1	.255		
Likelihood Ratio	1.736	1	.188		
Fisher's Exact Test				.216	.127
Linear-By-Linear Association	1.721	1	.190		
N Of Valid Cases	132				

A. 0 Cells (.0%) Have Expected Count Less Than 5. The Minimum Expected Count Is 25.30.

B. Computed Only For A 2x2 Table

Inference: P Value Is >.005 So H1 Is Accepted.

Therefore There Is Significant Difference Between The Gender Of The Employee And Reason For Them Being In Trade Union.

Aim: To Test Whether More Experienced Employees Finds That The Trade Union Importance Is Growing From Time-Time.

Ho: There Is No Significant Difference Between The Experience Of The Employee And Their Opinion Towards Trade Union Growth

H1: There Is Significant Difference Between The Experience Of The Employee And Their Opinion Towards Trade Union Growth.

Exp

	Observed N	Expected N	Residual
<5yrs	2	26.4	-24.4
5-10yrs	13	26.4	-13.4
10- 20yrs	36	26.4	9.6
20- 30yrs	49	26.4	22.6
>30yrs	32	26.4	5.6
Total	132		

Q23

		Observed N	Expected N	Residual
Growing	From	43	33.0	10.0
Time-Time				
Neutral		45	33.0	12.0
Declining		43	33.0	10.0
32		1	33.0	-32.0
Total		132		

Test Statistics

	Exp	Q23
Chi-Square	53.379 ^a	41.455 ^b
Df	4	3
Asymp. Sig.	.000	.000

A. 0 Cells (.0%) Have Expected Frequencies Less Than 5. The Minimum Expected Cell Frequency Is 26.4.

B. 0 Cells (.0%) Have Expected Frequencies Less Than 5. The Minimum Expected Cell Frequency Is 33.0.

Inference: P Value Is <.005 So H1 Is Accepted.

Therefore It's That More Experienced Employees Find That The Trade Union's Importance Is Growing From Time-Time.

4.3 One Sample T-Test:

T-Test

Aim: To Test Whether The All Employees Who Agree That Trade Unions Are Needed, Will Actively Participate In Union Work.

Ho: M = All The Employees Who Agree That Trade Unions Are not Needed, Will Actively Participate In Union Work.

H1: M ≠ All The Employees Who Agree That Trade Unions Are Needed Will Actively Participate In Union Work.

Group Statistics

	Q2	N	Mean	Std. Deviation	Std. Error Mean
Q1	Yes	49	1.73	.446	.064
	No	83	1.60	.492	.054

Independent Samples Test

		Levine's Test For Equality Of Variances		T-Test For Equality Of Means		
		F	Sig.	T	Df	Sig. (2 Tailed)
Q1	Equal Variances Assumed	10.843	.001	1.543	130	.125
	Equal Variances Not Assumed			1.583	108.904	.116

Inference: P Value Is <0.05 So H1 Is Accepted

Therefore, The All Employees Who Agree That Trade Unions Are Needed will Actively Participating In Union Work

4.4 Correlation Test:

Correlations Test

Aim: To Test Whether There Exist A Correlation Between The Employees Who Feel They Are Not Able To Finish Office Work Because Of Union And Who Sometimes Feel Unions Are Not Needed.

Ho: There Is no Relation Between The Employees Who Feel They Are Not Able To Finish Office Work Because Of Union And Who Sometimes Feel Unions Are Not Needed.

H1: There Is Relation Between The Employees Who Feel They Are Not Able To Finish Office Work Because Of Union And Who Sometimes Feel Unions Are Not Needed.

Descriptive Statistics

	Mean	Std. Deviation	N
Q24	3.14	.386	132
Q25	2.97	.781	132

Correlations

		Q24	Q25
Q24	Pearson	1	.064
	Correlation		
	Sig. (2-Tailed)		.463
	N	132	132
Q25	Pearson	.064	1
	Correlation		
	Sig. (2-Tailed)	.463	
	N	132	132

Inference: P Value Is > 0.05 , So H1 Accepted.

Therefore, There Exist Correlations Between The Employees Who Feel They Are Not Able To Finish Office Work Because Of Union And Who Sometimes Feel Unions Are Not Needed.

FINDINGS, SUGGESTIONS AND CONCLUSION:

5.1 Findings Of The Study:

- From The Survey 36% Of Employees Strongly Agree And 64% Agree That Trade Unions Are Necessary To Strengthen Employees At Work. The Reason For Being In Union, 48% Of The Employees Feel It's Very Beneficial And 52% Joined Because Their Friends Asked To Join.
- The Recognized Union Protects The Interests Of The Workers
 - 34% Of The Employees Have Strongly Agreed.
 - 36% Of The Employees Have Agreed.
 - And 30% Have Disagreed.
- All The Employees Are Well Known About The Benefits Of Having Trade Union In Organization.
- 28% Of The Employees Strongly Agreed And 50% Of The Employees Agreed That Having Trade Unions Have Always Benefited The Employees
- 69% Of The Employees Feel That Prevailing Policy Of The Union Have To Be Improved Yet.
- All Have Agreed That Selection Of Majority Union Is Through Secret Ballot
- 33% Of The Employees Strongly Agree And 67% Of The Employees Agree That Trade Unions Help In Improvement And Development Of The Organization.
- The Overall Importance And Effectiveness Of Trade Union:
 - 33% Of Them Feel Its Growing From Time-Time.
 - 34% Of Them Feel It's Neutral.
 - 33% Of Them Feel Its Declining.
- 8% Of The Employees Strongly Agree And 27% Of The Employees Agree That Each And Every Employee Has To Play An Active Part In The Better Functioning Of Trade Unions But 65% Of Them Disagreed With This.
- 94% Of The Employees Sometimes Had Thought That Trade Unions Are Not Necessary For Organization.

- Each And Every Employee Has To Play An Active Part In The Better Functioning Of Trade Unions
 - 8% Of The Employees Strongly Agree.
 - 27% Of The Employees Agree
 - And 65% Of Them Disagree.
- Trade Unions Help In Development & Improvement Of Organization
 - 33% Of The Employees Strongly Agree.
 - 67% Of The Employees Agree.
- 31% Of The Employees Often Feel And 40% Of The Employees Sometimes Feel That They Cannot Finish Their Office Work Because Of Taking Part In Union Work.
- From T-Test It's Found That

The All Employees Who Agree That Trade Unions Are Needed Are Not Actively Participating In Union Work.

The Employee's Who Are Dissatisfied With The Functioning Of Trade Unions Mainly Wants The Prevailing Policies Of Union To Be Improved.

5.2 Suggestions Of The Study:

- 69% Of The Employees Feel That Prevailing Policy Of The Union Have To Be Improved Yet, So The Unions May Conduct Meetings And Get Feedback From The Employees, To Know What They Expect From Unions.
- 94% Of The Employees Sometimes Had Thought That Trade Unions Are Not Necessary For Organization; Trade Unions Are Present For The Benefit Of The Employees, So The Union May Understand The Reason Behind Such Option And Overcome Them And Make The Employees Realize Their Importance.
- Each And Every Employee Has To Play An Active Part In The Better Functioning Of Trade Unions For This 65% Of The Employees Have Disagreed. This Is A False Opinion. Trade Unions Can Function Well And Benefit Employee If And Only All Employees Take Part In Them Actively.

5.3 Limitations Of The Study:

- The Employee's Non-Willingness To Answer As The Topic Was About Trade Union.
- The Sample Under Consideration May Not Reflect The Whole Population.
- Since Trade Union Is A Vast Topic To Be Discussed, The Study May Not Reflect Each And Every Aspect In Particular.
- As The Study Is Being Large Concern The Given Period Is Not Enough, So Time Is Considered As A Major Constraint.
- The Respondents May Not Have Expressed Their True Responses.

5.4 Conclusion:

Trade Unions Came Into Existence In Order To Improve The Working Condition Of Employee At Work. Later It Contributed And Supported To Their Personal Life. Welfare Measures, Social Support All Were Provided To The Employees. Employees Should Contribute To The Trade Unions And Same Wise Can Enjoy The Benefits From Them. If Employees Use The Benefits Wisely It Would Serve To Them And Also To The Growth Of Organization.

This Study Helped In Detailed Understanding Trade Unions And Their Functions. How Employees Can Improve Through Trade Unions And Vice Versa.

I Would Like To Thank The Firthouse Ginning Factory Villupuram Office Employees And Also My Guide In The Hrd Department For Helping In Conducting The Study.

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ANNEXURE I -QUESTIONNAIRE:

- 1.Name:
- 2.Gender: A) Male B) Female C) Prefer Not To Say
- 3.Age: A) 20-30 B) 31-40 C) 41-50 D) Above 51
- 4.Education: A) Hsc B) Diploma C) Undergraduate D) Postgraduate E) Above Postgraduate
- 5.Marital Status: A) Married B) Unmarried
- 6.Designation: A) Manager B) Assitant Manager C) Supervisor D) Basic Employee
- 7.Experience: A) Less Than 1year B) 2-5 Years C) 6-10 Years D) 11-15 Years E) Above 15 Years
- 8.Trade Union Is Necessary To Strengthen The Workers: A) Srongly Disagree B) Disagree C) Neutral D) Strongly Agree E) Agree
- 9.The Reason For Being A Member Of Trade Union: A) Its Very Beneficial B) Because My Friends Asked C) For Betterment D) No Reason E) For Security
- 10.The Name Of The Union Which You Belong To?
- 11.Majority Union Is Elected Through Secret Ballot: A) Yes B) No
- 12.The Recognized Union Protects The Interest Of The Workers:
A) Strongly Disagree B) Disagree C) Neutral D) Agree D) Strongly Agree
- 13.Your Opnion About The Functioning Of The Union In Your Organization: A) Highly Satisfy B) Satisfy C) Neutral D) Dissatisfy E) Highly Dissatisfy
- 14.Internal Democracy Prevails In The Trade Unions: A) Strongly Disagree B) Disagree C) Neutral D) Agree E) Strongly Agree
- 15.The Recognized Union Represents The Cases Of All Workers Irrespective Of Their Union Affiliation: A) Strongly Disagree B) Disagree C) Neutral D) Agree E) Strongly Agree
- 16.Trade Union Leaders Are Competent Enough To Organize The Trade Union Activities: A) Strongly Disagree B) Disagree C) Neutral D) Agree E) Strongly Agree
- 17.Having Unions Have Benefited The Employees: A) Strongly Disagree B) Disagree C) Neutral D) Agree E) Strongly Agree
- 18.The Meetings Between Union And Management Help To Resolve Most Of The Worker Related Problems: A) Strongly Disagree B) Disagree C) Neutral D) Agree E) Strongly Agree

- 19.The Union Doesn't Take Unilateral Decisions In Respect Of The Matters That Affect Workmen: A) Strongly Disagree B) Disagree C) Neutral D) Agree E) Strongly Agree
- 20.Most Of The Major Issues Such As Wages, Allowances And Promotion Policy., Are Decided Through Union Meetings: A) Strongly Disagree B) Disagree C) Neutral D) Agree E) Strongly Agree
- 21.All Workers Irrespective Of Their Union Affiliation Get The Equal Oppotunities In Service Matters Such As Promotion Etc:
A) Strongly Disagree B) Disagree C) Neutral D) Agree E) Strongly Agree
- 22.Union Serves As A Major Platform In Resolving Workrelated Problems: A) Strongly Disagree B) Disagree C) Neutral D) Agree E) Strongly Agree
- 23.Are You Well Known Of The Benefits Of Having Trade Unions In Organization: A) Yes B) No C) Maybe
- 24.Trade Unions Help In Development And Improvement Of Organization: A) Strongly Disagree B) Disagree C) Neutral D) Agree E) Strongly Agree
- 25.On A Scale On 1-10 How Would You Rank The Effectiveness Of Union In Your Organization: 1 2 3 4 5 6 7 8 9 10
- 26.Each And Every Employee Has To Play An Active Part In The Better Functioning Of Trade Unions: A) Strongly Disagree B) Disagree C) Neutral D) Agree E) Strongly Agree
- 27.According To You, From The Origin Period Till Now Overall The Trade Union Imortance And Effectiveness: A) Effective B) Growing From Time To Time C) Neutral D) Rarely E) Decline
- 28.Have Ever Thought That Trade Unions Are Not Necessary For The Organization: A) Always B) Often C) Sometime D) Never E) Rarely
- 29.Have You Felt That You Cannot Finish Your Office Work Because Of Taking Part In Union Work: A) Always B) Often C) Sometime D) Never E) Rarely
- 30.The Union And Management Have Clear Understanding In Dealing With The Union Related Matters: A) Yes B) No
- 31.Do You Think The Prevailing Policies Of Union Yet To Be Improved: A) Yes B) No C) Maybe
- 32.Are You Well Known Of The Benefits Of Having Trade Unions In Organization: A) Yes B) No C) Maybe

RESEARCH ARTICLE II

Analyzing The Effects Of Trade Unions On Employees

Dr. Yasmeeen Bano

Asst professor, School of Management Studies, Sathyabama Institute of Science and Technology, Chennai-600119

Mr. Kennath Franklin J

Student, School of Management Studies, Sathyabama Institute of Science and Technology, Chennai-600119

ABSTRACT: An organizational structure known as a trade union is constituted and acted upon by workers in a particular industry or organization. The discussion and negotiation with management to improve wages, benefits, working conditions, and job security on behalf of its members are the major and foremost purposes of trade unions. A collective voice is also acted upon by trade unions for its members or workers to advocate for their rights and interests. Various benefits such as increased power in bargaining, greater job security, improved working conditions, better wages, and many more benefits are provided to employees by trade unions. Opportunities for training and development as well as legal and financial support in times of disputes with management can also be provided by trade unions. The impact of trade unions on employees is, in part, influenced by various factors, such as the union's strength, nature of the industry, legal framework, and responses from the management.

INTRODUCTION: The major component of labor movements, trade unions, are considered to play a vital and important role in advocating for the rights and welfare of its members or workers. The impact of trade unions on employees will be researched and examined in this study. The effectiveness of trade unions in promoting employee welfare and engagement will also be investigated through this research study. Furthermore, the role of trade unions in protecting workers and their rights and improving their working conditions will be explored in this study. By examining the impact of trade unions on employees, insights and suggestions regarding the effectiveness of trade unions in manufacturing and their ability to improve the lives of workers can be provided.

RESEARCH OBJECTIVE:

- To know in detail about the employee's perception regarding trade unions in an organization.
- To clearly understand the importance of having trade unions and how they influence employees in the organization.
- To provide suitable suggestions to improve the trade union activities.

REVIEW OF LITERATURE :

- DALE YODER(2000), "A trade union is a continuous association of wage-earners to maintain and improve the conditions of their working lives."
- S.D PUNKER(2000), A trade union is a monopolistic combination of wage-earners who as individual producers are complementary to one another but who stand to employers in a relation of dependence for the sale of their labor and production, and the general purpose of the association is because of that dependence to strengthen their power to bargain with the employers and bargaining collectively.

- HOXBY (2001) comparably found out that teachers' union increase their wages without a consequent upgrade in student performance. He deduced that trade unions were a potential reply to the puzzle of school spending more and slack pupil performance during the post-1960 era.
- ASH AND SEAGO (2004) A good number of studies have not been able to find any connection between unions of public workers and organizational performance. There is no direct effect of unionization on the results fabricated by public agencies. It is worth noting however that, when combined with the growing disbursement related to unionization null operation gains for public corporations are often treated as adverse productivity consequences by scholars
- POIL KNIGHT (2005) The effect of unions on topics such as traineeship and training procedures, advertising policies, organization of work, commission level, and obligations plan and grievances procedure will feed through productivity.
- GUNDERSON (2005) posits that combined with the renowned rent-seeking behavior of unions, they may possess a favorable effect on performance by enunciating workers' worries, enhancing labor/management relationships, adding morale, and reducing overturn. antecedent work has proposed that this impact might be larger in the public sector as a result of growing devotion and diminished exit tendency of public workers.
- MORIKAWA (2010) Trade union existence bears statistical and economically important influence on employee performance and organizational productiveness. Worker performance and overall productivity are mostly associated with good employee abilities, encouragement, and good management.
- SRIVATSE C S (2013). Collective bargaining and trade unions. Industrial

Relations and Labour Law, (4): 119-142.

- Mc BIDE CHARLES (2014). “Trade Union Freedom of Association and Collective Bargaining” The Cameroon Experience: The Evolution of Trade

Unionism and the Prospects for Alternatives to the Labour Question.

- ADLER TAPIA (2014) Mobilizing against Inequality: Unions, Immigrant Workers, and the Crisis of Capitalism.
- RATHEE R.S (2015) Trade unionism: Emerging trends. Journal for Research in Applied Science and Engineering Technology, (3):438-440.

METHODOLOGY: The future of workforce training and development is the subject of the research methodology, which outlines the systematic approaches utilized in designing and conducting the research from its inception to its conclusions, including all of the various components such as sampling, research design, data collection, data analysis, and results. The methodology implemented in the research can vary based on research questions, study design, and resource availability. For this research, the Google form analysis was utilized through various questionnaires. The data were derived from records, company websites, the internet, and discussions with management within the organizations. Other sources of data such as journals, magazines, books, and other resources were also utilized. The data collected from each participant were entered into an MS Excel worksheet and analyzed using the provided data. One major characteristic of these methods is that researchers have no control over variables. Researchers can only report on the events and phenomena that occur based on their research problem.

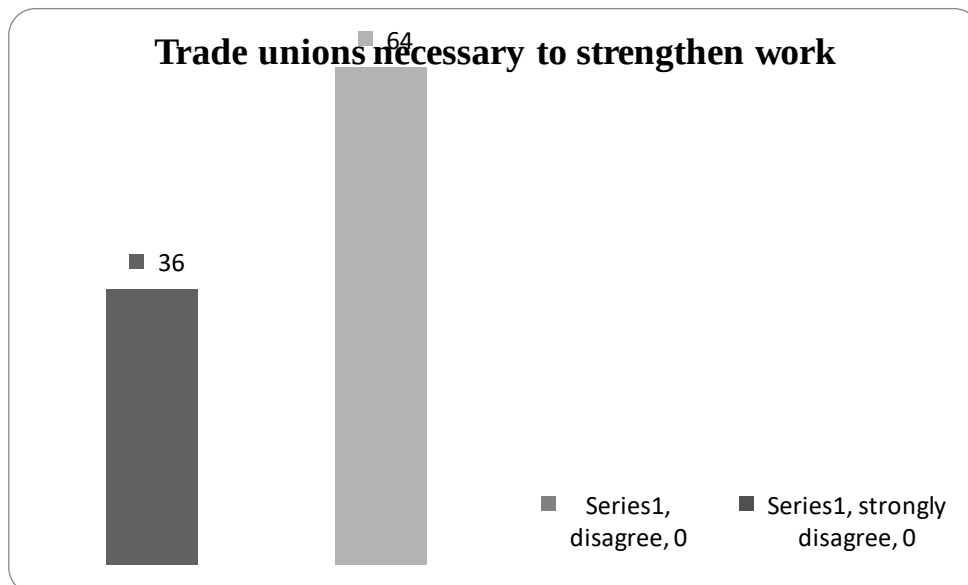
ANALYSIS:

Table 1

Q) Trade Unions Necessary To Strengthen Work:

Response	No Of Respondents	Percentage
Strongly Agree	47	36
Agree	85	64
Disagree	0	0
Strongly Disagree	0	0
Total	132	100

Chart: 1.1



Interpretation:

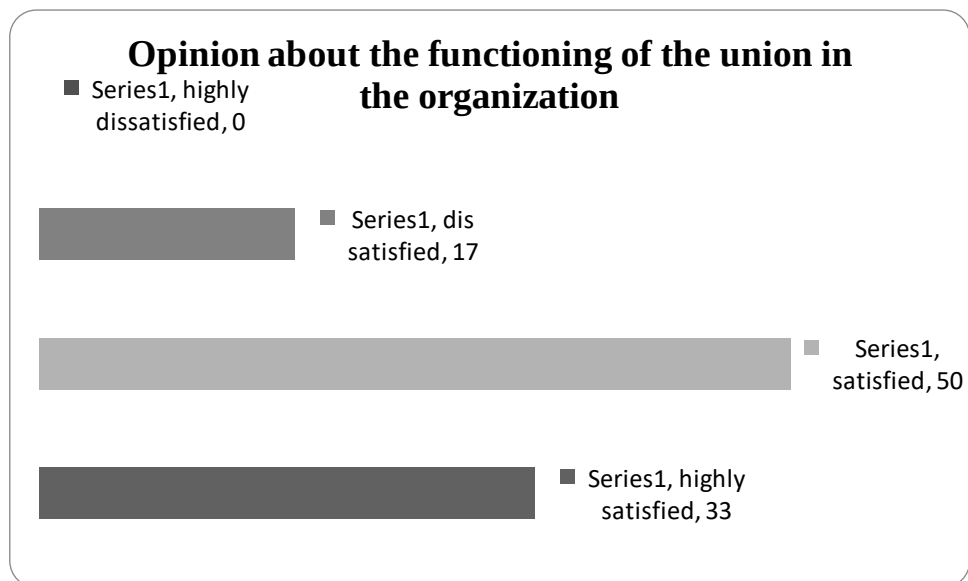
From The Survey 36% Of Employees Strongly Agree And 64% Agree That Trade Unions Are Necessary To Strengthen Employees At Work.

Table 2

Q) Opinion About The Functioning Of The Union In Your Organization.

Response	No Of Respondents	Percentage
Highly Satisfied	67	50
Dissatisfied	21	17
Highly Dissatisfied	0	0
Total	132	100

Chart: 1.2



Interpretation:

33% Of The Employees Are Highly Satisfied.

50% Of The Employees Are Satisfied.

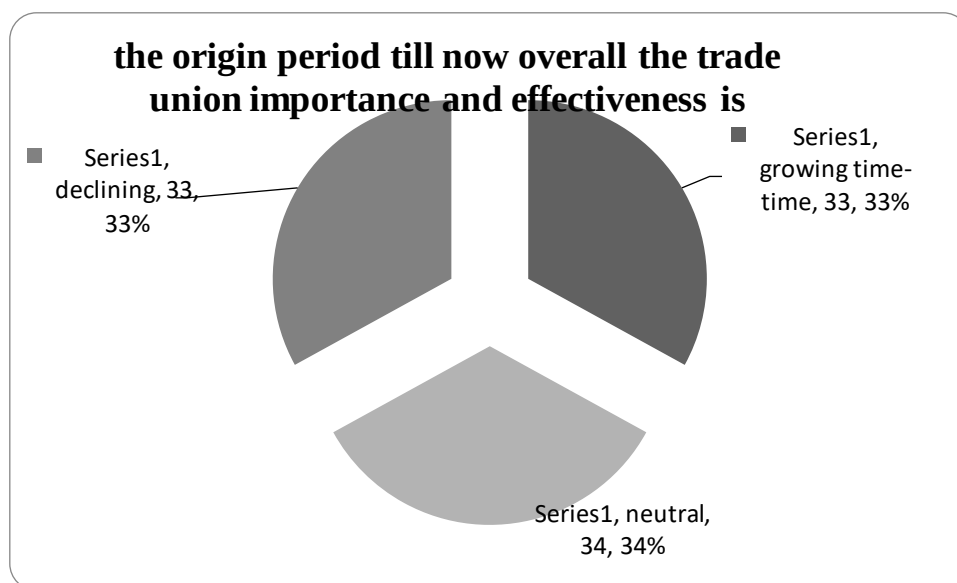
17% Of The Employees Are Dissatisfied.

Table 3

Q) From The Origin Period Till Now Overall The Trade Union Importance And Effectiveness?

Response	No Of Respondents	Percentage
Growing From Time-Time	43	33
Neutral	45	34
Declining	44	33
Total	132	100

Chart: 1.3



Interpretation:

33% Of Them Feel It's Growing Over Time-Time.

34% Of Them Feel It's Neutral.

33% Of Them Feel Its Declining.

FINDINGS:

- From The Survey 36% Of Employees Strongly Agree And 64% Agree That Trade Unions Are Necessary To Strengthen Employees At Work. The Reason For Being In Union, 48% Of The Employees Feel It's Very Beneficial And 52% Joined Because Their Friends Asked To Join
- 33% Of The Employees Strongly Agree And 67% Of The Employees Agree That Trade Unions Help In the Improvement And Development Of The Organization. The Overall Importance And Effectiveness Of Trade Union:
 - 33% Of Them Feel It's Growing Over Time-Time.
 - 34% Of Them Feel It's Neutral.
 - 33% Of Them Feel Its Declining.
- Trade Unions Help In Development & Improvement Of Organization
 - 33% Of The Employees Strongly Agree.
 - 67% Of The Employees Agree

RECOMMENDATION: As a result of the survey questionnaire, several recommendations and suggestions were made. Trade union policies should be improved to fit the specific organization, nature of the organization, and current prevailing systems. To identify drawbacks and problems and to take necessary actions, frequent meetings with members should be held to obtain

feedback. Employees should be educated about trade unions, as they operate for the benefit of employees. Members should be motivated to join and actively participate in trade union activities to improve their overall work life.

CONCLUSION: Trade unions were established to enhance employee working conditions, which eventually contributed to their personal lives. They also provide social support and a variety of welfare measures to employees. As trade unions exist for the benefit of employees, it is important for employees to make significant contributions and work closely with them to enhance their benefits and overall output. By utilizing these benefits and welfare measures effectively and wisely, employees and management can benefit from them. This research has provided detailed insights into the role and function

