

Contribution and participation level of trade union on Organizational development in the selected service sectors

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ABSTRACT: Trade union is an organization made up of members and its membership must be made up mainly of workers. The moto of the trade union is to protect and advance the interests of its employees/workers in the workplace. Trade union are vital players in every organization both private and public sectors. Organisation experiences its changes and development sometime because of effective trade union practices. Even today, many organisations' survival levels depend on the right practices of right trade union. Another side many research evident that some companies survival and growth affected because of irresponsible and selfish practice of trade union. The union primary objective is to protect the employees from unethical practices and it fights for the better survival condition and fair treatment of the employees in their premises. Understanding from the literature, there is a need to study the current practices of trade union in a government service sectors to understand their contribution towards organisation development. The study aims at finding out the effects of trade unionism on workers in an organisation. The main objective of this study is to first identify the trade union impact on organizational productivity. Another aim is to determine how union assess the organizational effectiveness through the trade union participation and organizational changes, works in offering benefit for its members. The findings identified are the trade union in the selected government organization strongly says that trade union plays a vital role for the organization productivity. The second major finding that was identified by the researcher is trade union clearly accepts that in the past five years their contribution towards the organization effectiveness and changes is poor.

KEYWORDS: Trade union, Organizational Productivity, Organizational Effectiveness and Organization Changes.

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I. INTRODUCTION

The trade union is an association, either of employees or employers or of independent workers. It is a relatively permanent combination of workers and is not temporary or casual. It is an association of workers engaged in securing economic benefits for its members. According to Section 2 (b) of the Trade Unions Act of 1926," a trade union is any combination of persons, whether temporary or permanent, primarily for the purpose of regulating the relations between workers and employers, or between workers and workers, and for imposing restrictive conditions on the conduct of any trade or business, and includes the federation of two or more trade unions.

Rights and Responsibilities of a registered union

A registered union must allow membership to anyone over 15 years of age and have 50% of the office bearers from within the industry. It must keep its books of account in order and send its income and expenditure statements to the registrar of Trade Unions on or before 31st March. The unions can spend its funds on salaries of office bearers, prosecutions, defence, etc. for protecting its trade union rights to provide compensation to members, heavy subscription fees, publish periodicals etc. A registered trade union can claim protection from being prosecuted for legitimate trade unions activities. This section is under Section 120 B (2) of the Indian Penal Code.

Public Utilities

Public Utilities are those industries which are engaged in the supply of gas, water, electricity, urban passenger transport, etc. Public utility concerns are organised as monopolies but they are subject to government's regulation in matters of their accounting, finances, earnings, prices and service policies. Public

utilities, as they are 'clothed with public interest', are expected to supply the essential goods and services to everyone in the community without discrimination and at reasonable prices.

Characteristics of public utilities

Public utilities possess certain characteristics which distinguish them from other industries. They provide essential products and services like water, gas, electricity, transport and communication services to the community. The field of operations of public utility undertakings is mostly local in character. For example, Municipal water supply scheme, city transport system, etc. Public utilities are organized as monopolies and no direct competition is desirable in the matter of these in the interest of economy in production and distribution. As the public utilities are engaged in the supply of indispensable services, the demand for their services is generally inelastic. If the rates of water and electricity are increased, there may be only some reduction in the consumption but such reduction will not be substantial.

Trade Union in India

The Indian government sector is having various trade unions and it is formed under the political parties. They are

(A) The Indian National Trade Union Congress (INTUC) The INTUC was formed by the Congress Party and the top Congressmen like Nehru and Patel were associated with it. Every Union affiliated to INTUC has to submit its dispute to arbitration after exhausting other means of settlement of disputes.

(B) The All India Trade Union Congress (AITUC) This union serves as the labour forum of Communist Party of India at present. It is considered as the second largest union in India.

(C) The Hind Mazdoor Sabha (HMS) It was formed in December 1951 in Calcutta by the socialists who neither approved INTUC nor AITUC. The HMS was organised with a view to keeping its members free from any political or other outside interference.

(D) The United Trade Union Congress (UTUC). It was formed on 30th April 1949 by the dissident socialists. It functions mainly in Kerala and West Bengal.

(E) Local trade union: Every state has some more trade union formed on the basis of state party like Anna thozhirsangam (1020/866), Amachur union and Labour Progressive Federation (LPF-320).

II. REVIEW OF LITERATURE

Kumar and Sharma (2014) suggested in their article entitled "Human resource management and trade unions" made a modest attempt to focus on the issues of managing human resource vis-à-vis outside interference in the affairs of trade unions. The problems arising thereupon have also been talked about by the authors in detail. The study revealed inadequate education and training as the major factor contributing to the politicization of trade unions. Therefore, proper education and training to workers has been recommended to restrict and reduce the proportion of outside leadership in the trade unions.

Bose, Paul and Banerjee (2012) identified from his research "Workers" participation in trade union activities: An exploratory research on the selected leather units of Kolkata" made systematic efforts to understand the trends of trade unionism in organized leather industries of Kolkata. On the basis of data collected through structured questionnaire, it was found that trade unionism is a common practice in most of the organizations and industries witnessed moderate to large scale trade union participation in medium and large scale units. The study also highlighted the degree of workers participation in union activities as per their age, length of service, education and so forth.

In Kang's (2012) opined the new Labour Party in the office in 1997 training and skills development were promoted and employment rights under employers and employee partnerships were created to promote job security. The success of the distance allowed the Labour government to fashion, Britain as a low wage country, deregulated economy so as to attract foreign investment, serve as a hand maid to employers' effort to decentralize collective bargaining, de-recognize trade unions and introduce flexible, individual labour contracts.

The collected literature for review is supporting the present research and it has been identified some of the findings potentially contributes the study. Political belief on the other hand, is the degree of belief of the members that unions have a political role as well as an economic role in unionization process (Kelly, 2012&13).

According to Dhammika (2012) the level of union commitment of employees has been found to affect most employees' work-related outcomes such as job satisfaction, commitment, and performance. According to Khan et al., (2011), identified from his research at organization level, trade unions can participate in the organization's productivity improvement efforts by helping to create the organization policies and structures that will guide and facilitate productivity improvement, and helping their members directly to participate in the productivity improvement programs of the organization and he states that states that in Poland in the last three years more than 600 firms have undertaken productivity improvement programs through the joint efforts of trade unions and management, achieved growth 2 to 5 times the growth rate of the whole Polish economy.

Frost et al (2005) found in his research that employees may even be able to block management attempts to introduce changes and the unions strength and organizational capacity are among the factors that determine unions' influence over organizational changes. Union politicization was defined as the engagement of unions and union members in political activities associated with the mainstream political activities of a country stated by Biyanwilla (2003) and Fiorito (1989) has stated and it has supported the Biyanwilla study that number of dimensions associated with politicization of unions over the past years. Political instrumentality which is defined as the degree of perception of employees that unions' political activities increase their job related benefits.

Charlwood (2002) identified from his research that there are many reasons for employees to join with a union such as job dissatisfaction, increasing job benefits, resolving career grievances etc. Employees attached to unions tend to be committed to both union and organizations which is termed as dual commitment to various degrees (Aron, 2002). Robert, (2001) suggested his research that the fraternal functions of trade unions can be summed up as, to take up welfare measures for improving the morale of workers, to generate self confidence among workers, to encourage sincerity and discipline among workers to provide opportunities for promotion and growth, and to protect women workers against discrimination.

III. RESEARCH GAP

The researcher identified from the collected literature review stated that many unions participation some time affects the work-related outcomes such as job satisfaction, commitment, and performance. Also found that political belief on the other hand, is the degree of belief of the members that unions have a political role as well as an economic role in unionization process. Many service sectors in the public company is running under poor profit and it leads the organisation survival level is a question mark in another decade though it is a service sectors. In future, some service sectors position shows that thy may get closed. This may be avoided at the same time survival of service sectors and the employees survival also deny the better participation of the unions to protect the organisation for the welfare of the individual and the society.

IV. PURPOSE OF THE STUDY

This study aims at finding out the effect of trade unionism on workers. It will also highlight other functions of trade unions that aim towards benefitting both organization and employees. It also seeks to examine the relationship between trade unionism and the actions of management. Finally, it describes how to participation on organizational development.

V. METHODOLOGY

The present study is descriptive in nature and the method was adopted for collecting the first hand information by stratified random sampling. The sampling population selected for the study was the employees of service sectors of government. Primary data was originally collected from 280 respondents. Responses of 25 people were collected through an initial pilot study. A structured questionnaire was prepared with the following sub sections: Demographic details, Organizational productivity, Organizational Effectiveness, Organization Changes and General Perception on Trade union. The objective framed for the study are to identify the trade union impact on organizational productivity, to assess the organization effectiveness through trade union participation, and to understand the general perception on trade union among the respondents for various sectors. The collected data for the pilot study was assessed by using frequency Analysis and this supports the researcher to understand the first hand result of the study. The validity and the reliability were checked for the pilot study by using Cronbach's alpha test.

Analysis and interpretation

The respondents demographic details were assessed by using frequency analysis :

Demographic details

Gender	Frequency	Percentage
Male	23	92
Female	2	8
Transgender	0	0
Designation		
Junior Assistant / Assistant	13	52
Superintendent	4	16
Assistant Manager / Deputy Manager	1	4
Manager	0	0
Any other	7	28
Which union you are represent?		
LPF	0	0
Anna ThozhirSangam	1	4
INTUC	1	4
CITU	18	72
CITUC	0	0
CPIM	0	0
Any other	5	20

The impact of Trade Unionism on Organizational Productivity

Factor	Agree	Disagree	Frequency	Percentage
1. Trade unions play a vital role to improve work conditions	21	4	21	84
2. Trade Unions assure collective and individual job security against all possible dangers	16	9	16	64

Organizational Effectiveness and Organizational Changes

Factor	Agree	Disagree	Frequency	Percentage
1. Management taking Union opinion seriously	13	12	13	60
2. Union activities neglects the new job opportunities	1	24	1	4
3. Union rigid and resist the new changes in administration	2	23	2	8
4. Union promotes interests of a few members	8	17	8	32

Organizational Effectiveness and Organizational Changes

Factor	Agree	Disagree	Frequency	Percentage
1. Tamil Nadu's labour is highly unionised	13	12	13	60

VI. FINDINGS

The collected data were analysed by using frequency analysis. The following result was found from the analysis. Majority of them were found male (92%), hence it shows that male participants in the union is more than the female participants. Majority of them were belongs to CITU union (72%) in the service sector of the public company. Major union participants opined that the management shows the difference in treating the union and non - union members for regular and special jobs.

Majority of the union participants (64%) expects that they would like to extent their service in politics after or in between their job tenure. 84% of the respondents revealed that trade unions play a vital role to improve working conditions.64% of the respondents opined agree in trade unions assure collective and individual job security against all possible dangers.60% of the respondents revealed that the management taking union opinion seriously.96% of the respondents revealed disagree that union activities neglects the new job opportunities.92% of the respondents felt disagree in union rigid and resist the new changes in administration.68% of the respondents opined that disagree in union promotes interests of a few members of organizational changes. 60% of the respondents opined agree in Tamil Nadu's labour is highly unionised.

VII. CONCLUSION

Trade unions play a vital role to improve the working conditions. Members of the union tend to have higher wages than non-unionized workers. Trade unions also sometimes act as representatives of workers in case of legal matters. The rights of the employees are protected. Most of the participants is male in the union is more than the female participants. Major union participants opined that the management shows the difference in treating the union and non - union members for regular and special jobs. Union leader is most important person

in the union activities because they are giving better solution and represent to the higher authorities. The sector is surviving because of trade union. Management is provided necessary facilities because of trade union participants. Political leaders are being criticized for taking trade unions towards regular politics.

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