

A Study of Trade Union Association in Relation to Motivational and Personal Needs

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ABSTRACT

As the time passes as a Phenomenon of nature, the social, economic and the cultural developments have a reciprocal, reflection on one another. The reflection is in the form of changes and these changes are gaining strength with a sound social bond and the orthodox thinking is vanishing gradually and may disappear completely in course of time. Once, labour was considered as a commodity and now the pendulum is swinging towards humanity and labour is no longer considered or treated as a commodity at least in the industrial society. In an article "India Tender mindedness vs. Tough Problem" Prof. Van D Kennedy – Professor of industrial relation and research economists, Institute of Industrial Relation, University of California

1. INTRODUCTION

As India entered into the threshold of rapid industrialization which brought noticeable changes in society, especially in the industrial society, while the socio-economic and cultural changes, renovation, upgrading etc. are taking place, the side effects of industrialization are creating a mess on the life of society and affecting even ecology. In the industrial society, labour is an indispensable and important input like any other factor of production. Its contribution in agriculture, mining, transport and plantation are the backbone of our national economy is enormous. In the industrial society, there is a functional distribution between the management and the managed, This distribution envisages certain relationships, that take shape on the ground of wages to be paid, pace quality of work to be performed, the assignment of jobs, the horizontal and vertical development of occupation and certain other conditions governing the employment.

In this relationship, the management expects full cooperation, loyalty and efficiency on one hand and, on the other hand the employees desire to have maximum benefits out of the management. This widens the gulf between the management and the workers creating an atmosphere of impersonal relationship among them Under these circumstances, to achieve the benefits, privileges, facilities and other goods, efforts of any individual worker do not pay any fruitful result So he has to form a group which in the language of management, is known as 'trade union' to have collective bargaining.

This paper makes to understand how the trade union affiliation fulfill the needs and motivates the workers by collective bargaining

2. OBJECTIVES

- To study trade union affiliation on the basis of motivation and personal needs of the workers.

3. HYPOTHESIS

- The general motivation level will be influenced by the effect of union and nature of job.

SOURCES OF DATA AND METHODOLOGY USED

The study is extensively based on the secondary data. The relevant data have been collected from the various issues of Economic Survey. As far as the methodology is concerned, statistical technique correlation and regression has been used.

MEANS MOTIVATION AMONG WORKERS

The means of motivation that workers needs in the industrial establishment

- Promoting security and improving conditions of work
- Securing fair wages for the workers
- Improving living conditions
- Increasing opportunities for promotion and training
- Broadening the outlook of the workers and making them cooperate in technological advancement
- Promoting the identity of interest of workers with their inclination.
- Promoting cultural, recreational and educational activities.
- Offering co-operation in improving productivity.
- Promoting Individual and group welfare

4. ANALYSIS AND INTERPRETATION

TABLE 1
EFFECT OF UNION AFFILIATION (ECONOMIC ASPECT)

SOURCE	DF	SSQ	MSW	F
Union	2	158.13	79.87	5.74
Nature of job	1	96.44	96.44	7.00
U x W,B	2	24.06	12.63	.87
Within	714	9829.06	13.77	-
Total	719	10016.94	-	-

Source: Computed Value

It can be seen from the table 1 that the F ratio of 5.74 in case of union is significant beyond .01 level of confidence. It indicates that the union is significant in respect of economic aspect of trade union affiliation. Economic syndrome or economic aspect denotes beliefs in socialized means of production and distribution, workers right to hold the job in industry, participation of wage policy decision along with the management etc. Further the positive side of economic syndrome is

of employees' welfare, representation of judges from the workers side in the labour court etc. All these factors are in general contributing to the economic well being of the workers. Thus the mean score indicates that union is showing significant affiliation in terms of economic aspects. It means that the members are interested in promoting socialized system of economy. Further the workers are conscious about their legitimate right in holding a job, along with participation in wage policy with the management.

TABLE 2
EFFECT OF UNION AFFILIATION (IDEOLOGICAL ASPECTS)

SOURCE	DF	SSQ	MSW	F
Union	2	15.06	7.53	.55
Nature of job	1	3.38	3.38	.25
U x W,B	2	109.31	54.65	4.03
Within	714	9687.06	13.57	-
Total	719	9814.81	-	-

Source: Computed Value

As can be seen from the table 2 the F ratio .55 for the union is not significant. In the same way, the F ratio of .25 is not significant with respect to the nature of job also. The P ratio of 4.03 in case of interaction effect is significant beyond .05 level of confidence. Thus the results indicate that the combined influence of union and nature of job have certain influence on ideological syndrome of trade union affiliation. The positive side of ideological syndrome of trade union indicates a free stable and independent trade union movement for the progress of the employees, a common philosophy to safeguard the interest of the workers and workers unit to keep the identity. Further ideology denotes the moral, the intellectual, the social, the cultural developments of the members; trade union participation in the socio-economic upliftment of the society etc. And also ideologically it expresses the desire to keep the movement of trade union high above antagonistic forces like caste, creed, religion and language. Mean difference between the unions is beyond .01 level of confidence.

TABLE 3
EFFECTS OF MOTIVATION FOR ADEQUATE EARNING

SOURCE	DF	SSQ	MSW	F
Union	2	7.68	3.84	1.61
Nature of job	1	15.51	15.51	6.51
U x W,B	2	2.33	1.16	.49
Within	714	1705.77	2.38	-
Total	719	1721.29	-	-

Source: Computed Value

As can be seen from the above table, the F ratio in case of union level is 1.61 is not significant, whereas F ratio 6.51 in case of nature of Job is significant at .01 level of confidence. It indicates that there is significant difference between white collar and blue collar employees with respect to adequate earning as a dimension of motivation - getting a highly paid job, or aspiring to be very

rich, and so on. Mainly the financial benefits are projecting in the motivational side of adequate earning. Positive side of the motivation for adequate earning indicates honest means of getting money, earning money by hard work, and according to the basic needs.

5. FINDINGS AND CONCLUSION

The problem of present investigation is to study trade union affiliation in relation to motivational and personal needs. Trade Union affiliation tendency is treated as dependent variable, and motivational and personal needs as independent variables. The assumption is that trade union affiliation will be influenced by the combined force of motivational factors and personal needs of the employees.

In the modern work oriented society, labour plays an important role in the development of national economy. Labour is an integral part of industrial development. No longer the country afford to neglect the interest of a worker. The better we treat the workers the more we gain from them. Trade Union is an organisation aimed to protect the interest of the workers – it provides them a channel of expression, a sense of identification, security, addition to financial gain. Members of the Union may be active or passive or may be loyal or may not be. But still workers wish to join the trade union to represent their grievances and to get the protection at the time of trouble. For an average employee grievances, economic motive, and security needs are pre-dominant than any other motives. Scientific psychology has a few specific readymade solutions for the human problems in industry. The complexity of casual structure underlying human behaviour is so great, that accurate generalisation is difficult. This fact is true in relation to the problems of trade union too. Affiliation as such is a motivation which makes the organisation to bring them into common platform, either by painful stimulus or by a pleasure

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