

A Study Of Trade Unions In Selected Large And Medium Scale Industries In Visakhapatnam District (A.P.)

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ABSTRACT.

It is stated that the associations are the outcome of the union of two or more persons since single individual cannot do the desired work without the strength of others. With the assistance of these groups or associations the economic status of human being is improved and it leads to improvement of economic status of the whole human society. Thus it can be concluded that the unity in diversified areas of work also improves the human society as that leads to develop the economy of human society. Trade unions thus perform a very important role in protecting the interest of the workers. Trade unions are as significant as the management of an industry. There are 32 large and medium industries in Visakhapatnam District with an investment of Rs. 51113 lakhs by providing employment opportunity to 36,161 persons with Rs. 1.41 lakhs per capita investment on employment. The industrial development in the district occupies a significant importance in the country with establishment of Visakha Steel Plant in 1970. The growth of large and medium scale industries in the district observed at faster rate compared to other districts in the state. Normally, the faster growth rate of industrialization, results in faster growth of trade unions. Hence, the said study assumes significance in view of rapid growth of industries in this district.

KEYWORDS:

Trade Unions, Large, Medium Industries, Visakhapatnam

INTRODUCTION:

'Trade Unions' was taken place consequent, upon the industrial revolution, as the capitalists used the labor class without paying at least for their livelihood. So, the working class formed themselves into groups to achieve their aims as the capitalist neglected the individual employees, who were helpless to stand before the management in bargaining 'individually for their terms of contract. In a developing economy or a country aspiring for economic development, a systematic growth of trade unions is more important. To make clear about this potentiality, the country has to examine the existing human institutions so as to discover their impact upon the economic growth of the community which, in turn requires a thorough understanding of the institutions making changes for their improvement.

GROWTH OF LARGE AND MEDIUM INDUSTRIES IN VISAKHAPATANAM DISTRICT

There are 32 large and medium scale industries in Visakhapatnam district as on 31-3-2008. The oldest industry in the district was the Chittivalasa jute mills (A Division of Willard India Ltd) was established in the year 1926 which is providing employment facility for 5,336 employees. This is the first large scale industry in the district under private sector before independence.

The Hindustan shipyard Limited is the second large scale industry in the district which was established in 1941. At the beginning it was under public sector by providing the employment facilities for 9,648 persons with an

investment of Rs. 8,897 lakhs. This is only the industry in India equipped with all modern technology for ship construction with huge investment in public sector.

After independence a large number of industries were located both under private and public sector. During the second five year plan period 1956-61 the government of India gave top priority for establishing the different category of industries in the district. During this period under private sector the Caltex oil Refinery (1957) was started.

Like this the district gave scope to establish more large and medium industries in public, private and joint sectors. At present (as on 31-3-2008) there are 32 large and medium industries with an investment of Rs. 51113 lakhs by providing employment opportunity to 36,161 persons with Rs. 1.41 lakhs per capital investment on employment.

The industrial development in the district occupies a significant importance in the country with establishment of Visakha Steel Plant in 1970. The Governmental agencies, the commercial banks, State Industrial Financial Corporation, and the District Industries Centre are the main agencies which gave scope for the growth of large and medium scale industries in the district at faster rate compared to other districts in the state. Normally, the faster growth rate of industrialization, results in faster growth of trade unions.

Hence, “A Study of Trade Unions in Selected Large and Medium Scale Industries in Visakhapatnam District (A.P.)” assume significance in view of rapid growth of industries in this district compared to other districts in the State.

SIGNIFICANCE OF THE STUDY

Trade union is almost parallel to the organizational structure of an industry. It is interlinked with the management of work between the employer and employee which is based on some functions. Trade unions perform various roles in order-

1. To secure fair wages for workers;
2. To safeguard security of tenure and improve conditions of service;
3. To improve opportunities for promotion and training;
4. To provide educational, cultural and recreational facilities;
5. To improve working and living conditions;
6. To co-operate in and facilitate technological advance by broadening the understanding of workers of the underlying issues;
7. To promote the identity of interest of the workers with their industry;
8. To offer responsive co-operation in. improving levels of production and productivity, discipline and high standard of quality; and
9. To promote individual and collective welfare.

Trade unions thus perform a very important role in protecting the interest of the workers. Trade unions are as significant as the management of an industry.

A Study of Trade Unions in Selected Large and Medium Scale Industries in Visakhapatnam District (A.P.) assume significance in view of rapid growth of industries in this district compared to other districts in the State.

NEED FOR THE STUDY

The studies reviewed above mainly deal with various aspects of trade unions in industrially advanced areas. But only a few studies were conducted in an industrially fast advancing district like Visakhapatnam. Visakhapatnam is the second largest city next the capital city of Hyderabad in Andhra Pradesh. As it is situated on the east coast of India on the boundaries of Orissa and Andhra Pradesh state, an excellent road, rail and air network connects the city with all the important towns on the east coast as well as places outside the state.

With the available physical and financial infrastructural facilities, Visakhapatnam district offers sound prospects for industrial development. It is a growing industrial city with many giant public and private sector units viz., Hindustan Shipyard, Bharat Heavy plates and Vessels, Hindustan Zinc and Hindustan Petroleum public sector and Coromandel Fertilizers, Coastal Chemicals, Hindustan Polymers and A.P.Refractors in the private and joint sectors, The city's location as a strategic port confers upon it all the requisites for the establishment of a Free Trade Zone, Chittivalasa, the biggest jute mill in Andhra Pradesh, is on the boundary lines of Vijayanagaram and Visakhapatnam districts. Bhimunipatnam, the famous port during the period of the domination of the Dutch on the town, is also situated in Visakhapatnam district.

Hence the study on Trade Unions in Visakhapatnam district is need of the hour in view of the variety of industries flourishing in the district.

OBJECTIVES OF THE STUDY

The objectives of the study are:

- i) To examine the socio-economic backgrounds of the union leaders and members;
- ii) To enquire into the growth of trade union leadership and its impact on growth of unions;
- iii) To study the trends in growth of union membership;
- iv) To analyze the financial position of trade unions; and
- v) To enquire into the goals and objectives of the trade unions and their achievements.

HYPOTHESIS :

Trade Unions have helped to up-lift the socio-economic conditions of the workers who are working in all industries up to last seven years. But, right now, Trade Union Movement has got a setback in the process of Globalization. (H_0 = Null Hypothesis)

1. Opinion of Respondent Leaders and Management Representatives regarding the above Hypothesis :
2. Opinion of Respondent Members regarding the above Hypothesis :

SCOPE OF THE STUDY :

1. This study will be confined to Visakhapatnam District.
2. The study will mainly focus on Trade unions in Selected Large and Medium Scale Industries in Visakhapatnam District.
- 3.

RESEARCH DESIGN

Methodology and Sampling

To attain the objectives stated above information has been collected both from primary and secondary sources. Primary data have been collected mainly through administering three comprehensive questionnaires -- for union members, union leaders and management: representatives. The questionnaires were designed exhaustively to cover the socio-economic background of leaders, unions' membership, finances, leadership, goals and attainment. These questionnaires also cover the opinions of various parties on different aspects of union management.

The canvassing of the questionnaires was done during July 2009 to February 2010.

Apart from administering the questionnaires, Informal discussions were also held with personnel managers, general managers of the industries, trade union leaders, members etc., to understand clearly their feelings and problems.

In addition to the primary data that have been collected, secondary sources are also relied upon for information relating to the number of employees, wages, Collective bargaining, grievance handling etc. Secondary data have mostly been obtained from the District Industries Centre, from the records of industries selected, respondent unions, Offices of the Assistant Labor Commissioner, the Deputy Commissioner of Labor, the Commissioner of Labor, Government of Andhra Pradesh etc.

In Coastal Andhra, Visakhapatnam district occupies first place in terms of capital invested, employment potentiality and per capita investment on employment. There are 32 large and medium scale industries in the district which can be divided into five categories viz., food and agro-industries, chemical and allied industries, electrical industries, engineering industries and jute industries. Five industrial units, one under each category, are selected for the present study. All unions in these industrial units numbering nine are taken up for the study. They are

SI No	Category	Name of the Industrial Unit	Name of the Union
1	Food and Agro	The Thandava Co-Operative sugars Limited	1. The Thandava Sugar Karmik Sangh (TSKS) 2. Thandava Co-Operative agricultural and Industrial Society Employees & Workers Union (TCAISEWU)
2	Chemicals and Allied	The Hindustan Petroleum Corporation Limited	3. The Visakha refinery workers union (VRWU) 4. The Hindustan Petroleum Workers Union (HPWU)
3	Electricals	The Bharat Heavy Plates and Vessels Ltd.,	5. The Bharat Heavy Plate & Vessels National Employees union (BHPVNEU)
4	Engineering	The Hindustan Shipyard	6. The Hindustan Shipyard staff Association (HSSA) 7. The Hindustan Shipyard Labor Union (HSLU)
5	Jute	The Chittivalasa Jutemills	8. The Chittivalasa Labor Union (CLU) 9. The Chittivalasa Congress Karmik Sangh (CCKS)

A sample of 216 members (approximately 1 per cent of the total of 22,953 of the union members) is studied from the existing 9 unions of the selected industrial units. 24 members from each Trade Union are selected for the study. Four leaders from each union (both internal and external) of the sample industrial units are selected for the study. The total sample of leaders comes to 36. Two management representatives from each industrial unit, representing the categories of the General Manager/the Deputy General Manager, the Manager (Industrial Relations)/the Deputy Manager (Industrial Relations)/the Senior Manager (Industrial Relations) and the Manager (Personnel)/the Deputy Personnel Officer/the Senior Personnel Officer/ the Assistant Personnel Officer, which come to 10 are selected.

SCHEME OF PRESENTATION OF THE STUDY

Chapter - I	Introduction and Significance of the Study
	1. Introduction and Significance of the Study
	2. Historicity of Visakhapatanam
	3. Population and Literacy
	4. Industrial Growth in Visakhapatanam District
	5. Visakhapatanam District on New Horizons of Industrial Growth
	6. Small Scale Industries
	7. Growth of Large and Medium Industries
	8. Significance of the study
	9. Need of the Study
	10. Objectives of the Study
	11. Hypothesis
	12. Scope of the Study
	13. Research Design
14. Scheme of Presentation of the Study	

	15. Limitations of the Study
Chapter - II	Trade Unions in India – A Profile
	1. Trade Unions
	2. Approaches To Trade Unions
	3. Trade Unions origin and growth in India
	4. Growth of Trade Unions
Chapter - III	Trade Unions Profile of Visakhapatnam
	1. Trade Union Movement in Andhra Pradesh
	2. History of Trade Unions in Visakhapatnam District
Chapter - IV	Trade Union – Functions, Policies, Workers Participation in Union Activities
	1. Functions of Trade Unions
	2. Trade Union Policies
	3. Rivalries
	4. Multiple Unions
	5. Social Responsibilities of Trade Unions
	6. Recognition
7. Workers Participation in Union Activities	
Chapter - V	Literature Review
	1. Karl Marx
	2. Frank Tannenbaum
	3. Webbs
	4. Perlman
	5. David Lockwood
	6. Robert Reiner
	7. Goldstein
	8. Goldthorpe
	9. Theodore Purcell
	10. Rosen and Rosen
	11. Sayles and Strauss
	12. Robert Michaels
	13. Lipset
	14. Wright Mills
	15. Harold Wilensky
	16. Ramanujam
	17. Murthy
	18. H J Lasky
	19. Punekar
	20. Mathur and Mathur
	21. Thakur and Munson
	22. Dayal
	23. Singh
	24. Jaspal Singh
	25. Achargi
	26. Reindrop
	27. Madhusudhana Rao
	28. Hirematt
	29. V V Giri
	30. Dhyani
31. Kaarnik	
Chapter - VI	Socio-Economic Backgrounds of the Respondents

Chapter - VII	1. Age
	2. Sex
	3. Marital Status
	4. Education
	5. Knowledge of Languages
	6. Place of Origin
	7. Class Identification
	8. Family Backgrounds
	9. Religion
	10. Caste
	11. Fathers' Occupations
	12. Family Income
	13. Income Sources
	14. Number of Dependents
	15. Summary
Chapter - VIII	Membership of Trade Unions
	1. Size of Membership
	2. Management opinion on the size of unions
	3. Nature of membership
	4. Effective Member
	5. Regular Member
	6. Active Member
	7. Sleeping Member
	8. Length of membership
9. Motives to join unions	
Chapter - IX	10. Encouragement to union members by unions to participate in union activities
	11. Reasons for change in membership
	12. Factors responsible to become members in union
	13. Participation of members in union activities
	14. Motivation by Leaders to improve membership
	15. Union Security
	16. Protecting the rights of members
	17. Collective Bargaining
	18. Union Bargaining with Management
	19. Forwarding members decision to management
	20. Grievance
	21. Union Rivalries
	22. Leisure time activities of members
	23. Summary
Finances of Trade Unions	
1. Introduction	
2. Subscription rates	
3. Income and Expenditure	
4. Assets & Liabilities	
5. Problems in increasing the membership fee	
6. Auditing of Union Records	
7. Summary	
Leadership of Trade Unions	
1. Introduction	
2. Trade union Leaders in Visakhapatnam District	

	3. Status of the Leaders
	4. Socio-Economic Background of the Leaders
	5. Religion of the Respondent Leaders
	6. Community of the Respondent Leaders
	7. Marital Status of the Respondent Leaders
	8. Leaders' knowledge on various languages
	9. Educational Background of the Leaders
	10. Family Background of the Leaders
	11. Experience of the Leaders as office bearers
	12. Remuneration to Union Leaders
	13. Registration and Formation of Respondent Unions
	14. Affiliation of unions
	15. Internal Leadership
	16. Leaders' membership in political parties
	17. Leaders opinion on relations and general factors
	18. Aspirations of Leaders before becoming union leaders and the level of achievement
	19. Leaders opinion on becoming leaders
	20. People inspiring the Leaders
	21. Leaders' strategies to motivate the employees to join the unions
	22. Frequency of shifting of members from one union to another union
	23. Multiple union
	24. Collective Bargaining Agreements
	25. Strategies of Leaders in collective bargaining
	26. Social Responsibility
	27. Expectations of Leaders from the society
	28. Leisure time activities of Leaders
	29. Time spent by the union Leaders in carrying out various functions of the union
	30. Summary
Chapter - X	Goals and Achievement
	1. Introduction
	2. Union-Management relations
	3. Grievance Handling
	4. Settlement of Industrial Disputes
	5. Relations between the management and union leaders
	6. Opinion of the members regarding grievance settlement
	7. Level of Goal Attainment by unions
	8. Level of Achievement of Leaders' Goals
	9. Goals of the members in Trade Unions
	10. Level of Goal achievement after becoming the members
	11. Leader qualities to the success of unions
	12. Reasons for the failure in goal attainment
	13. Achievements of welfare facilities
	14. Summary
Chapter - XI	Evaluation – Findings and Suggestions
	1. Trade Unions – Approaches, Origin and Growth
	2. The Study -
	3. Socio-Economic Backgrounds of the Respondents
	4. Membership of Trade Unions
	5. Financial Position of Trade Unions

	6. Leadership of Trade Unions
	7. Goals & Achievements
	Testing and Concluding Hypothesis

LIMITATIONS OF THE STUDY

The data gathered is potentially based and has Specific to it certain validity threats:

- i. Owing to financial constraints and time limit the study has been restricted to five industries in the district in which 9 unions are in existence.
- ii. As the area of trade unions are both in organized and unorganized unions. The study is limited to only organized unions.
- iii. The researcher could have only, restricted access to the trade union records. The records in the trade union offices were not systematically maintained so as to make available the necessary information in the study.
- iv. The conservative attitude on the part of some officers to part with information 'also prevented in collecting the required data.

However, some of these limitations were sought to be overcome through the preparation of more elaborate and exhaustive questionnaires and schedules to trade union members and leaders. Further, every possible effort is made to evaluate the situation as accurately and objectively as possible.

- v. In the case of First 5 Chapters, whatever the information and data is available and possible to obtain from primary and secondary sources up to 4/5/2010, those information and data incorporated here.
- vi. In the case of Chapter VII, VIII and IX – information pertaining to years 2004 – 2008 is considered.

CHAPTER SUMMARY :

Chapter II - Trade Unions in India – A Profile

This Chapter consists of profile of Trade Unions in India.

Chapter III - Trade Unions Profile of Visakhapatnam

This chapter consists of profile of Trade Unions in Visakhapatnam District.

Chapter IV – Trade Union – Functions, Policies, Workers Participation in Union Activities

This chapter consists of Trade Union – Functions, Policies, Workers Participation in Union Activities.

Chapter V – Literature Review

The literature on 'Trade Unions' is exhaustive. A number of studies have been conducted on various aspects of "Trade Unions".

Chapter VI – Socio Economic Backgrounds of Respondents

This chapter mainly focuses on the background factors relating to the trade union members and leaders. The findings pertaining to the respondents' characteristics relating to their personal, family and social factors are presented.

A study of the personal, family and social factors of the members and leaders could certainly understanding what section of the people in the society are entering the unions. The quality of 'the members and leaders depend on these factors. It .also enables us to assess the effectiveness of the unions in the district. Further, it provides us with one of the various bases to analyze and interpret the behavior and performance of the respondents.

Apart from these factors, the performance of the leaders is especially very much influenced by their aspirations and motivations and the degree of fulfillment of these factors. Analyses of these factors help understand whether the respondents are motivated on the right lines besides providing certain Clues for analyzing the behavior of the respondents.

Chapter VII – Membership of Trade Unions

The Indian Trade Union Act, 1926 permits to form a union with a minimum strength of seven members. According to the Trade Union Act, the members who are interested in forming a union must fulfill certain procedures, formalities and principles, like the size of membership, nature of membership etc.

Chapter VIII - Financial Positions of Trade Unions

Finance is the most important resource to carryout different activities not only industries but also of unions. An organization needs financial resources to survive, grow and meet the needs of its rank and file members in attaining their objectives. For a variety of reasons, the finances of many trade unions have not been sound. Funds are needed for attracting and retaining competent members. Funds, therefore, are needed to pursue activities, which will in turn benefit the union members.

Finance has become a problem to the unions in India. This may be because of the poor economic status of their members. The employees would hardly meet family expenditure because of the large nature of their family structure with the low salaries. They do not find excess money to spare to union. The divisive nature of Indian Trade Unions has also led to the dissipation of funds amongst a large number of organizations; consequently there are many small unions without much financial backing and without much staff to do Substantial work. The generation of funds has been inadequate. In some cases, subscriptions are not collected promptly or are paid by members only when they have a problem. In the former case, it is overlooked by the trade union management for fear of losing membership, on the other hand, some members do not mind in paying subscription to more than one union in order to protect their interests in times of need.

Another mechanism employed, besides the usual collections, is the special levy at the time of distribution of bonus. Some unions collect the donations during the bonus period. While other unions collect the donations during the strike and lock-out period. Some national federations and independent unions often generate some reserves to pay the workers during strike period or to employ research staff to keep abreast current trends, but this is not the case with all the unions

Chapter IX - Leadership of Trade Unions

One of the most crucial factors in union is leadership. The leadership appears in every social institution contributing significantly to its growth and development. It provides the direction and goals for a union. Today, some countries achieved greater prosperity than others because of their superior quality of leadership. It is, in fact, the critical factor behind the growth, strength and effectiveness of any organization. Thus Sri Aurobindo says about the leadership "Help men, but do not pauperize them of their energy; lead and instruct men, but see that their initiative and originality remain intact; take others into thyself, but give them in return the full godhead of their nature. He, who can do this, is the leader and the guru".

It should be noted here that the trade union can contribute their mite for the economic development of the country only if they are strong organizationally and effective in discharging their expected role. However, whether they can succeed in this regard 'or not, obviously depends upon the competence of their leader. After all, it is the leader whose decisions and actions significantly influence the goals of an organization and also their fulfillment.

In case of trade unions, the job of leaders is complicated for the reasons that they are required to look after the diverse interests of members, negotiate effectively with the more elite and educated managerial personnel, face rivalry from competitors and meet the expectations of- the government and the public: in general all within the legal framework.

In the light of this, we can understand that the leader should be able to manifest a behavior that proves effective in the performance of his expected role in a particular situation and in meeting effectively the challenges confronting him. However, whether the leader would be able to manifest a right kind of behavior or not is influenced by various factors like his personal characteristics, attitudes, aspirations, qualities and styles, motivation and commitment, negotiating skills, socio-political awareness and involvement etc.

The leaders of unions may come from outside the organization. According to the Trade Union Act, 1926, the outside leadership of a union can be 50 per cent or less.

The leadership role in a trade union has a good variety of demands placed on it. The leadership not only requires technical knowledge but also a sympathetic understanding skills and knowledge of the workers. Attractive carrying atmosphere is required.

The leadership of most of the unions in Visakhapatnam district is held by both insiders and outsiders. Generally each union has honorary president, in addition to regular president who have technical knowledge, political knowledge, and organizational knowledge. The regular presidents function in the union as main carriers of the union affairs like objectives, policies, procedures. The insiders actually take part in executing the programs, regarding record writing, Propagating, the issue, gathering of members etc.

Chapter X - Goals and Achievements of Trade Unions

Sales (1966) and Korman (1966) clearly indicate that leadership styles should be related to various organizational critics. Barnard (1938) pointed out that two important features of an organization are that it should be effective and efficient. He points out that effectiveness implies "accomplishment of the corporate purpose" while efficiency indicates satisfaction of individual motives. Barnard developed the thesis that the ultimate goal would be effectiveness through efficiency.

An attempt is made to study the effectiveness of the respondent unions by analyzing the achievement of both organizational and personal goals of the members and leaders. The concept of organizational goal itself is considered to be elusive, not being amenable to operational definition. As Perrow (1970) pointed out, the concept of organizational goal, like concepts of power, authority and leadership.

Etzioni (1965) observed that the goals of organizations provide an orientation by depicting a future state of affairs which the organizations, attempt to realize the desired state may or may not be realized.

The success or failure of any business mostly depends upon the behavior of its manager who adopts his style of behavior to the requirements of a situation, so also the success or failure of a trade union depends upon the behavior of its leaders who adopts their style of behavior to the requirements of the situation. Hersey (1967) propounded the concept of adoptive leader behavior which is stated as follows: "the more a manager adopts his style, of leader behavior to meet the particular situation and the needs of his followers, the more effectiveness he will tend to be in reaching personnel and organizational goals".

Organizational goals are those goals which are concerned with organization, its prosperity and its survival in the activity. For instance, the organizational goals may be to earn profits, to produce quality products and to bring success to the unit. On the contrary, personal goals are those goals concerned mainly with persons i.e., leaders and members. These goals are formulated with a view to gain a happy life with high status to perform in the society etc. Attainment of those organizational goals invariably depends on the sound union-management relations. Moreover, attainment of union goals also depends on union management. Hence an attempt is made to study the union-management relations in the respondent industries.

CHAPTER XI - EVALUATION – FINDINGS AND SUGGESTIONS

The evaluation on the study – Data Analysis and Interpretation, Findings and the Suggestions for sound trade unions in Andhra Pradesh in general and Visakhapatnam district in particular is presented here. Descriptive and inferential statistics is used to analyze the data. Data Analysis is made in the lines of Socio-Economic Backgrounds of the Respondents, Membership of Trade Unions, Finance of Trade Unions, Leadership of Trade Unions, and Goals and Achievements.

TRADE UNIONS - ORIGIN AND GROWTH IN INDIA

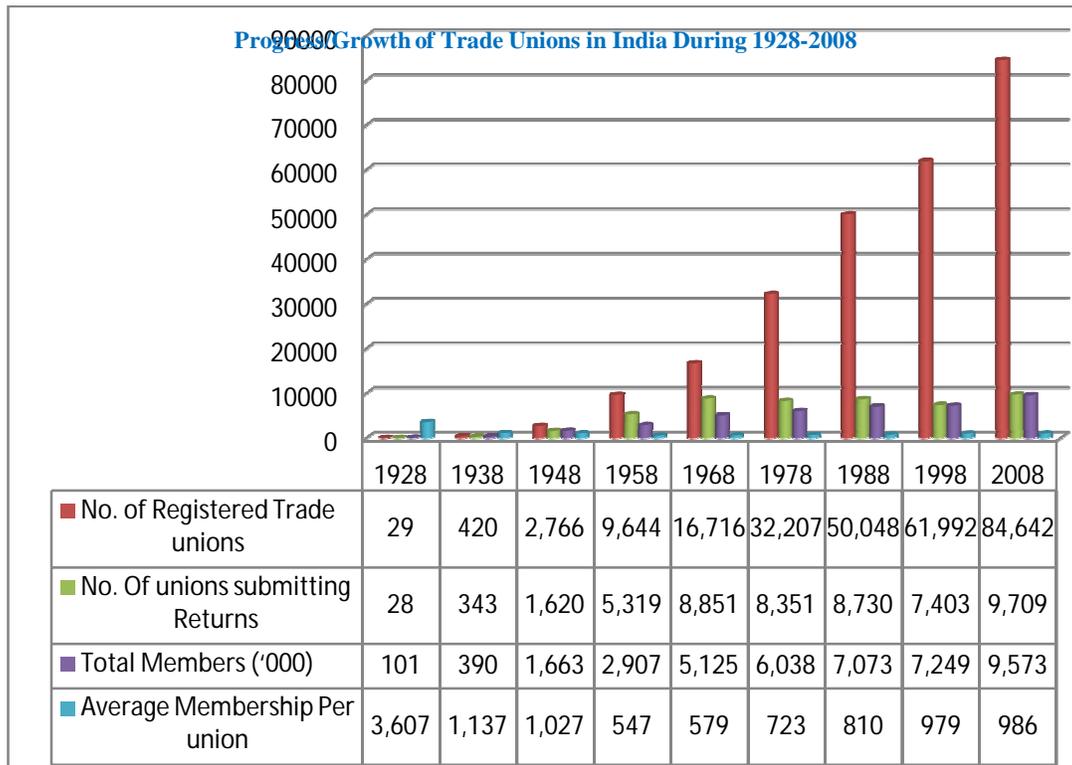
By the year 1924, there were 167 trade unions in India. Out of these, 148 trade unions came up in Bombay, Bengal and Madras. During 1924-47, the number of registered trade unions rose very sharply. The growth of trade unions in India in terms of number of unions registered, number of unions which submit reports and total membership during 1927-28 to 1947-48 was 2,766, 1,620 and 16,63,000 respectively. The growth rate of membership during 1924-47 was 15 per cent per annum. This growth of membership of trade unions could be facilitated because of (a) passing of the Trade Union Act, 1926, (b) setting up of the popular Governments in 1936 under the British India Act, 1935 and (c) the outbreak of World War II in 1939 which intensified the economic activity.

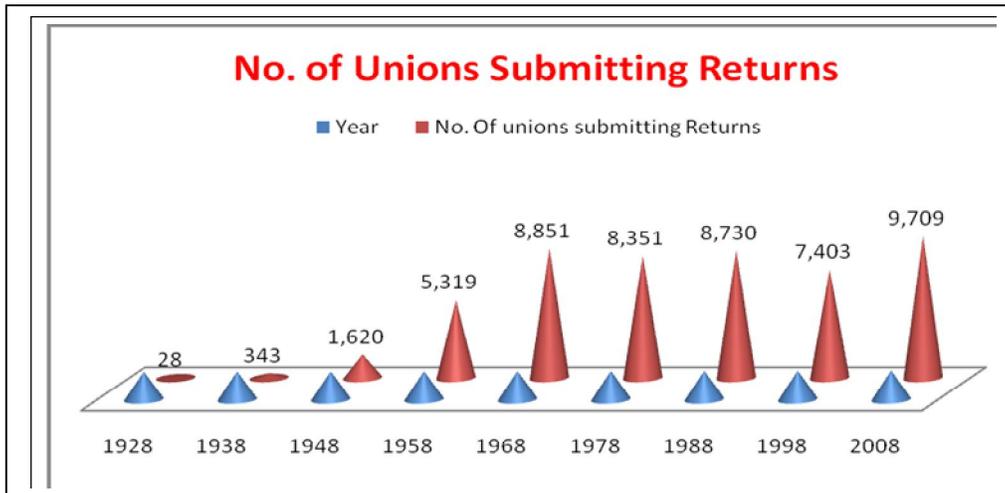
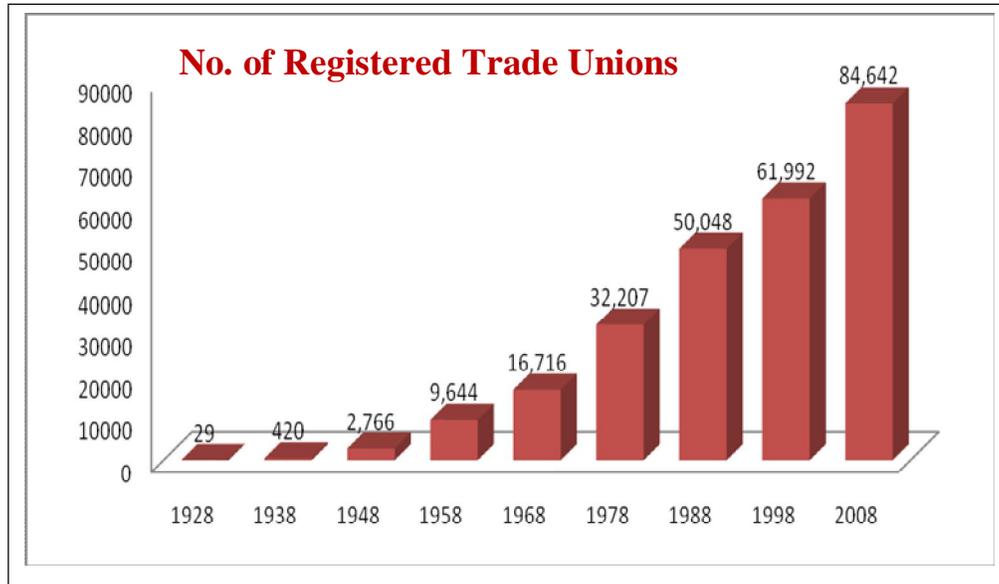
The number of the trade unions established after independence during 1947-48 to 1966 increased from 2,766 to 14,370. The number of unions which submit reports rose from 1,620 to 7,086 during the period 1947-48 to 1966. The membership of unions submitting returns had increased from 16,63,000 to 43,69,000 during the period 1947-48 to 1966. The average membership of the unions which submit annual returns increased from 1,027 to 1,061 per union during the period 1947-48 to 1948-49. But, the average membership per union of the unions which submit returns gradually dwindled during the period 1948-49 to 1966 except during 1957-58, 1958-59, 1963-64, 1964-65 and in 1966. It is due to formation of new central organizations and increase of number of unions.

The number of unions registered increased from 14,686 in 1966 to 45,067 in 1985. The number of unions submitting reports rose from 7,244 to 9,853 during the period from 1966 to 1973. But this figure gradually declined to 4,973 in 1982. This may be due to non submission of reports by several unions. However, this figure increased to

6,746 in 1983. The average membership per union (submitting returns) increased from 606 to 734 during the period from 1966 to 1975. But this figure in the subsequent two years (1976 and 1977) declined to 675 and 671 respectively. These figures fluctuated during the period 1978 and 1985. This may be due to formation of rival unions in some industrial units. Number of Registered Trade Unions increased from 45,030 in 1986 to 68,544 in 2002. Number of unions submitting returns decreased from 11,365 in 1986 to 7,812 in 2002. Membership of Unions submitting returns decreased from 81,87,000 in 1986 to 69,73,000 in 2002. Average membership of unions submitting returns increased from 720 in 1986 to 893 in 2002.

Union rivalry, multiple unions, outside leadership, union recognition has been the important problems of the Indian trade unions. But the trade unions started recognizing their responsibility not only towards their members but also towards various sections of the society. The Trade Union Movement in Andhra Pradesh is not of recent origin. It was started and developed along with the industrial activity and national trade union movement.







Trade Unions Origin and Growth in Visakhapatnam District

In fact, the true trade unions in Andhra Pradesh have had its origin in 'Chittivalasa Jute Mills', a division of Willard India Limited (Headquarters at Calcutta) at Chittivalasa in Visakhapatnam in 1926. Further, the location of Hindustan Shipyard at Visakhapatnam in 1941 resulted in a momentum to trade unions not only in the district but in the state. Later, the growth of industries in Hyderabad city, particularly during and after the 1960s, gave a fillip to the trade union momentum. The spectacular growth of industries in Visakhapatnam district during and after the 1960s like the establishment of the Indian Oxygen Limited (1951), The Caltex Oil Refinery (India) Limited (1957), The Andhra Steel Corporation Limited (1960), The Andhra Pradesh Electrical Equipment Corporation Limited (1961), The Hindustan Polymers Limited (1962-63) and the Coromandel Fertilizers Limited (1967) resulted in growth of trade unions in the district.

THE STUDY : SOCIO-ECONOMIC BACKGROUNDS OF THE RESPONDENTS

A study of the personal, family and social factors of the members and leaders could certainly help in understanding what section of, the people in, the society are entering the unions. The quality of the members and leaders depends on these factors. It enables us to assess the effectiveness of the unions in the district. Further, it provides us with one of the various bases to analyze and interpret the behavior and performance of the respondents.

Apart from these factors, the performance of the leaders is especially very "much influenced by their aspirations and motivations, and the degree of fulfillment of these factors. An analysis of these factors helps

understand whether the respondents are motivated on the right lines besides providing certain clues for analyzing the behavior of the respondents.

The personal factors provide us with an understanding as to who are union members, leaders and management representatives and how they can be identified in terms of a definite set of personal characteristics.

The mastery, individuality and exposure to situations depend on the age of the individual. It is observed that the members in the age group of 31-35 years constitutes the largest proportion and represent 31.00 per cent of the total members of 216.

As far as the leaders are concerned, 49.99 per cent of the leaders are above 41 years.

Thus, 54.61 per cent of employees are between 31 and 40 years of age, while most of the employees are above between 31 and 35 years.

Now-a-days, it is evident that women are not only seeking employment but also participating in union activities. It is found that 15 out of 216 members (6.94 per cent) are women employees. But only 1 woman is found among union leaders. It is suggested that the women have to come forward to lead and direct the unions. Therefore, the problems of women will also be dealt appropriately.

Marriage is Real Life-Time Bondage between man and woman. In India marriage is an important event. It influences the style of living, attitude, disposition, commitment towards work and participation in various activities.

It is significant to note that 196 (90.74 per cent) union members and 32 union leaders(89.90 per cent) are married; while 15 members (6.94 per cent) and 2 leaders are unmarried. The rest of the members and leaders are widowers or widows. Thus most of the members and leaders are married.

Most of the employees in Industrial organizations are educated. But, the level of their education may be different from employee to employee basing on their job. The participation of employees and leaders in the union activities might depend on the level of their education.

It is revealed that the level of education of most of the members (74 members, 34.25 per cent) is below matriculation. It is also revealed that 16 (7.40 per cent) union members are illiterates for a total sample of 216. But, it is significant to note that even among the members there are 14 (6.48 per cent) post-graduates. As regards technical education, 1 member has done post-graduation. No Doctoral degree, but 7 (3.24 per cent) members are Certificate Course holders, 13 (6.01 per cent) are Diploma holders and 8 (3.70 per cent) are graduates in technical education.

It is noted that 9 (25.00 per cent) leaders are graduates and only 3 (8.33per cent) are postgraduates in general education for a sample of 36. However, no single leader is illiterate though the sample includes the external leadership. Educated people were available in the leadership in the industrial units. But as regards technical education, 1 leader has the post-graduation degree and no one has the doctoral degree. However 2 (5.55 per cent) leaders are graduates in technical education. 9 (25.00 per cent) are diploma holders and 5 (13.88 per cent) are certificate course holders.

When, we refer to the management representatives to know their educational level, the study reveals that 7 (70.00 per cent) are post graduates out of a sample of 10.

With regard to technical education of the respondent managers, No Certificate course holders, No Diploma holders and 2 respondents have done the post graduation in technical education.

Hence, it is suggested that the managers should prosecute higher studies like post-graduation and doctoral degrees in technical education. So, their boom of knowledge will be utilized to the human society besides developing their industries and the rationing.

Besides the educational qualifications, the general awareness of the members and the leaders is influenced by their knowledge of various languages. It is observed that some of the members have the knowledge in Oriya, the language of Orissa. About 5.09 percent of the members can speak the language. 7 members have the knowledge of Tamil and 8 members have the knowledge of Urdu languages. Regarding the leaders, it is found that all the leaders can speak, read and write Telugu – the vernacular language. As much as 72.22 percent of the leaders can speak English. 100 per cent leaders can read and write English. 86.11 percent of the leaders can speak, Hindi, the national language. It is good to note that 100 percent of the leaders can read and write Hindi. But some leaders can read, speak and write the other languages like Oriya, Tamil and Urdu. It is suggested that at least the leaders have to try to learn other languages like Oriya, Telugu, Urdu and Marathi so as to maintain better nations with all the people in the organization.

With regard to the respondents' place of origin, the data reveals that about 95.37 per cent of the union members are from Andhra Pradesh. Regarding the leaders' origin, about 52.77 per cent are from Visakhapatnam

district which is covered for the study. It indicates that most of the leaders and members hail from the local areas of Visakhapatnam district and some of them are from the other districts of Andhra Pradesh. It is highly significant to note that the respondents are hail from local areas. This background helps understand typical regional problems among the members and leaders to carry on the unions' activities on prospective lines.

The majority of the respondents express their class identification that they come from lower and middle classes. The researcher also posed the leaders some questions especially to know whether the class identification helps the leadership. Majority of the leaders' response is that certainly it helps, but they also opine that class status will recognize all types of persons in the society as practically they face some problems when compared to the above middle class people. It is observed that the class identification certainly helps the leadership of the unions.

Family backgrounds of the respondents play a significant role in building up the trade unions. It is observed that about 88.88 per cent of the leaders and 91.66 percent of the members are Hindus followed by Christians. 4.62 per cent of the members and 8.33 per cent of the Leaders belong to Christianity. 3.70 percent of the members and 2.77 per cent of the leaders belong to Muslim religion.

It is observed that a majority of the respondents belong to forward caste followed by backward and scheduled castes and the scheduled tribe respondents constitute a very low percentage.

It is observed about the parental occupations of the respondent members and leaders that 59.25 per cent of the parents of the members are in services; while the occupation of 58.33 per cent of the leaders' parents is agriculture. It is noted that the occupation of the fathers' of the leaders' is agriculture and members fathers' occupation is services. It seems that the members' parents are engaged in the various services. It may due to poor conditions of their forefathers.

It is found that majority of the members (26.38 per cent) income group is between Rs.20-25 thousands, and the leaders (38.88 per cent) income group is above 30 thousands. The study indicates that the family income of the leaders is high when compared to the members. Hence, it is suggested to the members that they should try to improve their family income by engaging themselves in the work other than the routine.

When we refer to the family income of the management representatives, it is found that all management representatives' family income is above Rs.30 thousands as their earnings are higher than that of the leaders and members.

It is found that the source of the income of all the respondent members, leaders and management representatives except some external leaders, is salary. However, it is noted that some of the respondents' income sources are agriculture, house property and services. It is suggested to the respondents to improve their family income by sparing their services in various other fields.

The study reveals that 62.03 per cent of members and 75.00 per cent of leaders have dependents between five and eight members. The number of dependents of 73 members (33.79 per cent) and 8 leaders (22.22 percent) is between one and four. The rest of the members and leaders have dependents over nine. Therefore, it is found in the study that most of the members and leaders have dependents between five and eight.

MEMBERSHIP OF TRADE UNIONS

The membership of 9 respondent unions in Visakhapatnam district is analyzed. It is revealed that the Hindustan Shipyard Labor Union, Visakhapatnam has the highest number of members (6,123) during 2004-2008 among the nine unions covered in the study. It is the oldest union of the nine unions which was formed in 1944. Bharat Heavy Plates and Vessels National Union have the second highest number of members among the nine unions covered in the study. The Chittivalasa Labour Union, Chittivalasa Jute Mills, Chittivalasa, occupies the third place in the number of members among the nine unions. The Thandava Co-operative Sugar Karmik Sangh, Payakaraopeta, had the lowest number of members among the nine unions.

The Visakha Refinery Workers Union (Formerly it was called "Korile Employees Association"), Visakhapatnam, maintained a membership of 547 and "The Hindustan Petroleum Workers Union - Visakhapatnam" with a strength of 416 members. The study reveals that the unions' membership is constant for a period of 5 years.

The management representatives were asked to express their opinion on trade union membership. It is observed that 50.00 per cent of the respondents opined, that the size of the union membership is large. Three management representatives feel that the size is too large and 1 manager feels that the size is small. However, one

manager is of the opinion that the size is quite small. Contradictory opinions were expressed by the management representatives as it is clear in the study that the majority of the management representatives expressed that the size of the membership of the unions is both large and too large. But only a few management representatives expressed that the size of the unions' membership is small and quite small. Hence it is to say that the size of the unions' membership is large and too large.

It is observed that majority of the members are regular members (53.70 per cent). However, there are 21.29 per cent of the sleeping members among the respondents. Hence, it is suggested that the trade unions should make use of effective members to motivate the sleeping members.

The active members who stay for a long period may contribute to the success of the union. It is observed that 56.01 per cent of the respondent members stayed with the same unions for more than 12 years. Thus, it is clear that the members stayed for a sufficiently long period with the union which might have resulted in employees' contribution to the success of the trade union.

It is observed that 46 (21.29 per cent) sleeping members and 116 (53.70 per cent) regular members opine that they have not faced any problem by becoming members in the union. But, 39 (18.05 per cent) active members and 15 (6.94 per cent) effective members express that they are facing some problems from the management while continuing the membership in the nature of effective and active membership. It is revealed that all the effective and active members said that the management had threatened to reduce their increments based on their nature of membership. Majority of the respondents belong to effective and active members, express that they protected themselves from the problems, through their unions. 86.66 per cent effective and 48.71 per cent active members viewed that they had lost their promotions. Over 2/3 (66.66 per cent) of effective and 69.23 per cent of active members viewed that the management threatened them not to participate actively in the union affairs. It is found that the stoppage of promotions, threatening of removal of the employees from work, reduction of increments and threaten not to participate in union activities are the major problems of effective and active members.

The study disclosed that 175 (81.01 per cent) members expressed that their unions were encouraging them to participate in the union activities and only 41 (18.98 percent) members' viewed that their unions are not encouraging them to participate in union activities. Hence, a majority of the union members accepted that their unions are encouraging the members to participate in the union activities.

The members who opined that their unions are encouraging them to participate in union activities, also expressed the following for what purpose their unions are encouraging them: (i) to make the union strong; (ii) to carry on the union on smooth grounds by considering the participants views in the union, (iii) to protect the unions' aims from the rival, unions, and (iv) to carry out the union activities with the support of the management without breaking production at any cost.

It is also found in the study that the majority of the members are encouraging their colleagues to participate in the union activities.

It is found that the majority of the members are of the view that the membership has been increased. It owns to the objectives of the union, the leadership qualities, encouragement by political leaders and effective functioning of the unions.

It is observed that about 60.18 per cent of the members express that the number of members has been increased based on the objectives of the unions. 41.66 per cent of the members are of the opinion that the membership increase is based on the leadership qualities. It is significant to note that 60.18 percent of the members express their opinion that the increase of members in the union is based on the leadership qualities, union relations

with members, management, overcoming of rival union obstacles etc.

A few members viewed that the number of members in the unions is decreasing due to the formation of new unions in the organization, lack of intra-union members' cooperation; lack of co-operation from the management of organizations, ideology, impact on the members, principles prevailed in the environments, existence of rival unions etc.,

It is observed that an employee as an individual is felt weak for the achievement of working conditions. It is the main priority factor for an employee to become a member of a union.

It is observed that the participation of the members is significantly high that 81.01 per cent of a sample of 216 express as they have been encouraged by the unions to participate actively in the union activities. Hence, it is suggested that the union leaders should still motivate the members to participate in union activities.

It is observed that 61.57 per cent members express that their unions are protecting the interests of the members. However, it is suggested that the unions still have to maintain their faith in the members in providing security.

It is observed in the study about 60.18 per cent of the members viewed that their unions are protecting their rights. It is suggested in this connection that the unions have to protect the members' rights completely.

It is found that 97.68 per cent of the members opine that their leaders gather the members' opinion by conducting the general body meeting of the union. However, 88.42 per cent of a total sample of 216 members express that their leaders gather the information from other members by contacting personally the trade union members, co-employees in the plant by contacting their shop floor representatives, and by contacting the various types of members who are acting as members for different committees. Therefore, a majority of the members express that their leaders collect the opinions of members by conducting general body meetings.

43.98 per cent of the members express that their unions bargain regularly with Management, followed by 38.42 per cent of the employees opine that their unions bargain sometimes. It is observed that the majority of the members opine that their unions bargain regularly with management. However, it is suggested that the unions have to meet the management as and when the problems arise. So, it is easy for both the unions and the management to solve the problems effectively and immediately.

It is observed that 90.74 per cent of the members express that they' represent their grievances to union leaders. The rest maintain that they represent their grievances to supervisors. It is suggested that the members have to represent their grievance to officer concerned or to the higher level management in case when the lower level management is unable to provide a remedy. But the representation must be subject to consideration that should be applicable to majority or whole employees whose nature of work is similar.

It is observed that about 56.48 per cent of the respondents are of the opinion that their unions have the intra union rivalry. Hence, it is suggested that the members should try to overcome this intra-union rivalry, so that the union is strengthened and it yields fruitful results. This is possible when all the members and leaders work for collective decisions to find lasting solutions to the problems.

It is found that 51.85 per cent of the members spend their time on recreation activities like utilization of library, participation in the union's club, practice of sports activities etc. They preferred these activities for second rank while giving order of preference. 56.48 per cent of members spending their leisure time for participation in

political activities. They rated it third in their order of preference. It is highly significant that about 65.27 per cent of the members considered their leisure time on the activities like family affairs, spending with colleagues, meeting the friends etc., fifth in rank. It is also observed that the members are actively participating in union and political activities while spending their leisure time. However, it is suggested that the members have to give reasonable preference to their family affairs also.

FINANCIAL POSITIONS OF TRADE UNIONS

The membership subscription per member per annum of the respondent unions during 2004-2008 is analyzed. It is observed that the membership fee of the Hindustan Shipyard Staff Association (HSSA), Visakhapatnam, was Rs. 50.00 in 2004 and from 2005 onwards, it has been increased to Rs. 100.00. The Hindustan Shipyard Labor Union (HSLU), Visakhapatnam, and the Chittivalasa Labour Union (CLU). Chittivalasa had constant membership subscription of Rs.50.00 per annum during 2004--2008. The Bharat Heavy Plate and Vessels National Employees Union (BHPVNEU), Visakhapatnam had Rs. 70.00 per annum in 2004 and it was doubled from 2005 onwards.

The rate of the membership of the Visakha Refinery Workers Union (VRWU) Visakhapatnam was Rs.50.00 per annum in 2004 and 2005. But it was changed to Rs.80.00 per annum from 2006. The Hindustan Petroleum Workers Union (HPWU), Visakhapatnam, is collecting Rs.80.00 per annum towards membership fee.

The Chittivalasa Congress Karmik Sangh (CCKS) Chittivalasa had the membership rate of Rs. 40.00 per annum in 2004 and 2005. But; it was increased to Rs.80.00per annum from 2006. The Thandava Sugar Karmik Sangh (TSKS). Payakaraopeta and the Thandava Co-operative Agricultural & Industrial Society Employees and Workers Union (TCAISEWU), Payakaraopeta have been collecting same rate of amount. From 2004 to 2005 they collected Rs. 70.00 per annum and both the unions doubled the rate from the year 2006.

It is observed that among the nine unions the Hindustan Shipyard Labor Union and the Chittivalasa Labor Union collected the membership fee at the lowest rate. The BHPVNEU, TSKS and TCAISEWU organizations, which have been collecting the highest rate of membership fee of Rs. 140.00 Per annum. The unions which have been collecting the lowest rates of membership fee opine that the rate of amount is sufficient because their strength of members is very high. But the unions which have been collecting high rate of membership fee viewed that it is due to low strength of membership BHPVNEU said that it is its policy to charge more even though their membership number is high.

It is observed from the income and expenditure statements of the respondents unions that majority of unions have excess of income over expenditure. 71.32per cent of the unions leaders opine that their unions are enjoying surplus finance. It is also observed that the income and expenditure of the Bharat Heavy Vessels and Plates National Employees Union, (BHPVNEU) are the highest during the period under study.

In the year 2008, BHPVNEU received Rs.10,78,624 and spent Rs. 9,64,365. The Hindustan Shipyard Staff Association (HSSA) stands second, in getting its income and spending for its affairs among the unions studied for the period 2004-2008. This union rate of membership is 100. The income and expenditure of Thandava Sugar Karmik Sangh were lowest all throughout the study period which can be attributed to low membership and not paying the membership by some members. It is also observed that BHPVNEU and HSSA had higher income and expenditure in the year 2008 which was due to membership fee and other sources.

An enquiry has also been conducted to study the assets and the liabilities of the trade unions. It is observed that Bharat Heavy Plates and Vessels National Union has highest worth of assets all throughout the period. The assets amounted to Rs. 13,27,560 in the year 2008, while they are lowest in the case of TSKS. HSSA and HSLU

occupies 2nd and 3rd places in the highest worth of Assets with 9,87,640 and 5,15,326 respectively.

It is also observed that these unions' finance management and maintenance is good when compared with other unions. Chittivalasa Labour Union (CLU) had highest liabilities with Rs.91512 followed by BHPVNEU and HSLU with liabilities Rs 63876 and Rs 59117.65 respectively for the year 2008. Liabilities are lowest in the case of TSKS which amounts Rs 15025 for the year 2008. It is noted that all the unions under study for the period 2004-2008 are constantly improving the Assets. Their liabilities are within the control. It is suggested that TSKS and CCKS should improve their Assets. It is also suggested that the unions should find some more ways to increase the income along with union activities so that the unions' position of assets will be improved.

LEADERSHIP OF TRADE UNIONS

It is to note that 28 leaders (77.77 per cent) are from within the industries while the rest from outside. All the 6 external leaders are related to political parties which are significant at national and regional level. Out of the 8 external leaders 3 are related to the Communist Party of India (CPI) and among the remaining 5; 1 is related to the Bharathiya Janatha Party (BJP), 2 belong to the Congress (I) and 1 is CPI(M) and 1 leader belongs to Telugu Desam. Of the total 8 external leaders, 1 is an advocate in Visakhapatnam. Regarding the inside leaders they work in different fields in the industries. It is expressed that the external leaders have touch with the political parties of both regional and national level.

It is observed that the Bharat Heavy Plate and Vessels National Employees Union (BHPVNEU), Visakhapatnam, Visakha Refinery Workers Union (VRWU), Visakhapatnam, the Chittivalasa Labour Union (CLU), Chittivalasa, HSSA, HSLU, and CCKS are mostly led by internal leaders and with 2 external leaders during 2004-2008. Only 1 external leader led the Thandava Co-operative Agricultural and Industrial Society Employees Union (TCAISEWU), Payakaraopeta and TSKS during the period of 2004-2008. There is 1 union, HPWU which was completely led by the internal leaders during 2004-2008. The Hindustan Petroleum Workers Union (HPWU), Visakhapatnam, was led by only 2 people's in-charge of each position in the union.

The positions of treasurer and Joint Secretary of the Hindustan Shipyard Staff Association (HSSA), Visakhapatnam were led by 5 persons in charge during 2004-2008. The positions of the president, joint secretary and treasurer of the Hindustan Shipyard Labour Union (HSLU), Visakhapatnam were led by 4 persons in-charge during 2004-2008. The position of the vicepresident of the Chittivalasa Labour Union (CLU), Chittivalasa, and the post of General Secretary of the Thandava Co-operative Agricultural & Industrial Society Employees & Workers Union (TCAISEWU), Payakaraopeta, and the position of the joint secretary in the BHPVNEU were led by 4 persons in-charge during the period under study. CCKS had 5 joint secretary positions during the period under study. Hence, it is understandable that there was a heavy turnover in the union leadership. So, it is suggested that the trade union members should stop changing the leaders frequently for a smooth function of the unions.

About the experience of the leaders as office bearers, it is observed that 41.66 per cent of the leaders have less than 5 years experience, while 25.00 per cent of the leaders have an experience of 5 to 10 years. 16.66 per cent of the leaders have 10 to 15 years, 11.11 per cent of the leaders have 15 to 20 years and 2 leaders have above 20 years of experience as office bearers. Hence, it is opined that the leaders have less experience as office bearers. It is suggested that they have to improve their knowledge to deal with the trade unions though they have less experience as office bearers.

Actually, the leaders will have some ideas and principles which have their roots in political parties by way of membership. But some of the leaders in trade unions may not have any political base. They act individually and independently. In the study, it is revealed that 21 leaders out of 36 have membership in political parties. 18 of them

have their membership in a political party of national level and the remaining leaders have their membership in the regional party i.e., the Telugu Desam.

It is observed in the study that majority of the leaders have the many advantages like political influence, power, opportunity to creativity etc., which may lead to the fulfillment of the aspiration and goals of the unions. However, the above factors may give scope to weaken the union.

Leaders may have several aspirations before they become leaders. But only some of the aspirations may be achieved. Hence, it is observed that some of the aspirations were achieved partially but not completely. However, the majority of the respondents express that they do not have any aspiration to become financially rich, educate their children, lead a life with power and prestige, and secure political power. It is suggested that they can have aspirations, but they should not try to misuse the strength and power of the union in the process of fulfillment of the aspirations.

It is found that over 86.11 per cent of the leaders opine that it is not easy to become leaders. But 77.77 per cent of the leaders opine that educational qualifications are essential to succeed as leaders. About 58.33 per cent of the leaders express the opinion that finances are required to become leaders. Hence it is revealed that most of the leaders feel that it is not easy to become leaders and educational qualifications and financial investment are required to become leaders.

It is observed that 75.00 per cent of the leaders get inspiration from their family members, about 91.66 per cent from their co-workers, 69.44 per cent from their friends and relatives, 58.33 per cent from management, and 72.22 per cent from other union leaders.

It is observed that 52.77 per cent of a total sample of 36 leaders viewed that they motivate the employees to join unions by showing leadership qualities. About 47.22 per cent of the leaders opined that they motivated the employees to join unions through a charter of demands. It is found that the majority of the leaders are actively participating in motivating the employees to join unions. However, it is suggested that all the leaders have to motivate the employees by explaining their unions' aims, benefits, qualities, demands etc.

It is observed that 77.77 of the leaders said that employees never shift; from one union to another while the rest said that the employee shifts frequently from one union to another. Hence, it is suggested that the leaders should try to find the reasons which led to quit the union by the members, so that, the unions can keep up their strength.

It is observed about the strategies in collective bargaining that the majority of leaders (72.22 per cent) adopt win-win strategy. The other leaders viewed that they adopt Win-Lose. Lose-Lose and Lose-Win strategies. It is clear over 72.22 per cent of leaders are adopting win-win strategies in collective bargaining.

It is observed that the trade unions have been discharging social responsibilities relating to eradication of poverty, minimizing communal tension, Removal of illiteracy, minimization of unemployment etc. However, it is suggested that the leaders should develop favorable attitude among the members towards social responsibilities.

It is observed that the leaders during their leisure times take up activities like spending in company's recreation club (31 for a sample of 36), playing games/ sports (35), spending in reading room and library (34), visiting union club (33), going to cinema (28). Visiting friends and relatives (33), and participate in political activities (32). It is found that the leaders spend their leisure time on other activities in addition to the union and political activities.

It may be suggested that the union leaders have to spend sufficient time for union affairs. It is observed that the 19.44 per cent of respondents spent 31-35 hours in a month on union activities whereas 16.66 per cent of the leaders, spent 36 to 40 hours and 13.88 per cent of the leaders spent as much as 46 to 50 hours in a month on union activities. However, it suggested that the leaders should spend some more time on union activities.

GOALS AND ACHIEVEMENTS OF TRADE UNIONS

It is found that 80 per cent of the management representatives express that trade unions promptly refer the grievances to management and 70 percent Management Representatives opined unions follow up them until they are redressed. However, about 60 per cent of the management representatives feel that trade union leaders always accept the suggestions of management. 70 percent of Management Representatives opined suggestions of the union leaders should be accepted sometimes during the process of grievance redressed.

It is significant to note that the majority (61.11 percent) of the leaders feel that conducting board meetings and 58.33 per cent of the leaders feel government intervention are the important measures for settlement of industrial disputes.

It is observed that 90.00 per cent of the management representatives and 66.66 per cent of the leader respondents express that the relations between them are sound. It is suggested to both management representatives and leader respondents to continue the same relations for ever for the smooth functioning of the organization.

It is clear from the study that sound procedure, policies and programs of unions can also contribute to the sound relations between unions and management.

Regarding the grievance settlement 56.94 per cent of the members express that sometimes the management permits the union members to express their grievances but not always. As many as 68.05 per cent of the members said that they always accept the solutions offered by the management for the full demands or representations made by them, while 51.38 per cent members view that they always accept the solutions of management for the demands made by the members if the solutions are benefited to the members, With a review of the study it is found that the majority of the members, honor the solutions developed by the management and the management also allows the members to express their grievances.

The 9 trade unions are aimed at fighting against exploitation - either they are discriminated by management or otherwise. They fight for more pay and allowances, securing better working conditions etc., while 5 out of 9 unions aim at serving the interests of the political parties. Almost all the unions aim at promoting the social status of the workers, training the workers, educating them etc.

It is observed from the study that all the unions attained the job security completely. The goal of fighting against exploitation was completely achieved by 6 unions and the remaining 3 unions achieved it partially. Better working conditions were provided consequent upon the efforts of 7 unions and the remaining 2 unions achieved them partially. 7 unions succeeded in seeking co-operation from the management. All the nine unions failed in securing labor representation in legislature. Thus, it is clear that the majority of the unions attained almost all the goals either completely or partially.

Most of the union leaders attained the important goals like providing justice to members and reducing employees' grievances, completely. Hence it is suggested that leaders should concentrate on all the goals and attain them completely.

It is also observed that 105 members (48.61 per cent) say that they have achieved their goals to some extent after becoming members in the union. 87 (40.27 per cent) members achieved their goals to a large extent. There are 24 (11.11 per cent) members who say that they have not at all achieved their goals. Hence, it is suggested that the members should convince the unions to achieve their goals to a large extent or at least to achieve them to some extent.

Trade Union success depends upon the contributions of the leaders towards trade union activities. It is observed that 216 members and all the management representatives felt that the commitment of leaders contributed to the success of the union. The other qualities of the leaders which contribute to the success of the union are efficiency, sincerity, bargaining tactics and the militancy. However, some unions failed in goal attainment. The reasons for the failure of the union include lack of encouragement to workers to participate in union activities, rival union problems, lack of expert's advice, financial problems, politicalization of unions, lack of interference of union leaders etc.

The unions also achieved their goals in terms of providing various welfare facilities to the members like various allowances and benefits.

To sum up, the large size of employment and formation of the rival unions resulted in fluctuations in unions' membership. Unions have to enhance the subscriptions to improve the financial position. The leaders have to learn about the financial management so that the unions' finances will be effectively utilized.

Though the outside leadership is a common phenomenon of Indian Trade Union Movement, many of the leaders of respondent unions are drawn from within. However, the leaders are changing frequently and consequently; the relationship among the leaders is not found to be cordial. Most of the members, leaders and trade unions attained their goals, but a lot is remained to be unachieved.

If the unions are formed based on the category of their jobs, it gives effectiveness to trade union succession. But it is dangerous if multiple unions come into existence. However, it is suggested that this type is in succession in the Hindustan Shipyard Limited, in the Chittivalasa Jute Mills, and the Thandava Co-operative Sugar Mills. But there are rival unions in the Hindustan Petroleum Corporation Ltd. Hence, it is suggested that one union in one industry to the extent possible may be followed in order to minimize the consequences of union rivalry.

TESTING & CONCLUDING HYPOTHESIS

Hypothesis :

Trade Unions have helped to up-lift the socio-economic conditions of the workers who are working in all industries up to last seven years. But, right now, Trade Union Movement has got a setback in the process of Globalization. (H_0 = Null Hypothesis)

Testing of Hypothesis was done by considering the opinion of Respondent Leaders, Respondent Management Representatives and Respondent Members by asking the above statement of Hypothesis.

Hypothesis testing tool Chi-Square test is used in order to test the hypothesis.

OPINION OF RESPONDENT LEADERS AND MANAGEMENT REPRESENTATIVES REGARDING HYPOTHESIS

	Agree with the statement	Don't Agree with the statement	Up to some extent correct	No Idea
Respondent Leaders N=36	-----	36 (100.00)	-----	-----
Respondent Management Representatives N=10	-----	10 (100.00)	-----	-----

OPINION OF RESPONDENT MEMBERS REGARDING HYPOTHESIS

	Effective (15) + Active (39) Members	Regular (116) + Sleeping (46) Members	Total = N= 216
Agree with the statement	5	5 (A1)
Don't agree with the statement	54	136	190 (A2)
Up to some extent correct	15	15 (A3)
No Idea	6	6 (A4)
Total	54 (B1)	162 (B2)	216

Class Frequency of (A1B1)e = (A1) (B1)/N = (5) (54)/216 = 270/216 = 1.25
 Class Frequency of (A1B2)e = (A1) (B2)/N = (5) (162)/216 = 810/216 = 3.75
 Class Frequency of (A2B1)e = (A2) (B1)/N = (190) (54)/216 = 10260/216 = 47.5
 Class Frequency of (A2B2)e = (A2) (B2)/N = (190) (162)/216 = 30780/216 = 142.5
 Class Frequency of (A3B1)e = (A3) (B1)/N = (15) (54)/216 = 810/216 = 3.75
 Class Frequency of (A3B2)e = (A3) (B2)/N = (15) (162)/216 = 2430/216 = 11.25
 Class Frequency of (A4B1)e = (A4) (B1)/N = (6) (54)/216 = 324/216 = 1.5
 Class Frequency of (A4B2)e = (A4) (B2)/N = (6) (162)/216 = 972/216 = 4.5

Observed Frequency (oij)	Expected Frequency (eij)	(oij-eij)	(oij-eij) ² /eij
----- (A1B1)	1.25 (A1B1)	-1.25	1.25
5 (A1B2)	3.75 (A1B2)	1.25	0.4166
54 (A2B1)	47.5 (A2B1)	7.5	1.1842
130 (A2B2)	142.5 (A2B2)	-12.5	1.0964
----- (A3B1)	3.75 (A3B1)	-3.75	3.75

15	(A3B2)	11.25	(A3B2)	3.75	1.25
----	(A4B1)	1.5	(A4B1)	-1.5	1.5
6	(A4B2)	4.5	(A4B2)	1.5	0.5
					10.9472

$$\chi^2(\text{chi-square}) = \sum \sum (\text{double summation of}) (o_{ij} - e_{ij})^2 / e_{ij} = 10.9472$$

$$\chi^2 c(\text{chi-square calculated value}) = 10.9472$$

$$\chi^2 t(\text{chi-square t} = (\text{tabulated value or critical value}) = \chi^2(m-1)(n-1) = \chi^2(4-1)(2-1) = X^2_3$$

m = No. of rows = 4

n = No. of columns = 2

$\chi^2 t = X^2_3$ at 0.05 or 5% level of significance = 7.815 (taken from the χ^2 (chi-square) distribution values table) ;

Calculated value $\chi^2 c = 10.9472$ is greater than $\chi^2 t = X^2_3$ (tabulated value) = 7.815. Hence, H_0 (Null Hypothesis) is rejected.

CONCLUDING HYPOTHESIS

Trade Unions number is increased tremendously from the beginning to till now. Most of the employees of industries are members of Trade Unions. Still, even today, employees are feeling individually they cannot get any benefits, they are afraid of even they may not get their rightful things. They realized that as a union they can be benefited. It is proved from our study. Most of the employees of 5 selected companies under our study are members of trade unions. All 9 Trade Unions under our study 100% achieved to get Dearness Allowance, Gratuity, Provident Fund, Workmen's compensation fund, Pension, Bonus, Employees State Insurance Benefit besides their reasonable salaries and every year hike. 7 Trade Unions have got Medical Allowance, Vehicle allowance, House Rent Allowance, Health compensatory fund, Maternity benefit and educational benefit. 5 unions got city compensatory allowance and superannuation benefit. 190 respondent members (about 87.96 percent), 36 (100.00 percent) respondent leaders and 10 (100.00 percent) respondent Management Representatives disagree with the Null Hypothesis statement that Trade Unions have helped to up-lift the socio-economic conditions of the workers who are working in all industries up to last seven years. But, right now, Trade Union Movement has got a setback in the process of Globalization.

It is proved that companies are providing even now so many facilities to the employees to uplift the socio-economic conditions of the workers.

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