A STUDY OF INDUSTRIAL RELATIONS PRACTICES AMONG THE EMPLOYEES OF SELECTED MANUFACTURING UNITS OF MADHYA PRADESH

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ABSTRACT

Industrial relations management played a most significant role among the various players of the organization such as employees and employer. However, it is the strong connectivity and association between both. The present research study related with industrial relations practices among the employees of selected manufacturing units of MP. The sample for the present study were collected among the employees by using random stratified method. The final questionnaire has been distributed among the 150 employees, however, 132 respondent have filled and respond the questionnaire. The data analysis was taken place by using ANOVA test and coefficient calculation. The findings of the study explore that there is a strong association between industrial relation and employee job satisfaction with respect to Dispute settling machinery, collective bargaining and trade unionism.

Keywords: Industrial relations, Dispute settling machinery, collective bargaining and trade unionism, job satisfaction.

INTRODUCTION

Industrial relations are the most significant association between two player of the organization namely Employee and employer, however it is the shared approach for running the business smoothly. However it is not only necessary for employees and employer but it is important for entire organizational activities. Industrial relations either directly or indirectly related to the significant correlation between manager and other staffs. Most of the research study has been explored that industrial relations practice played a significant role with respect to the job satisfaction among the employees. The industrial relations are the combined with two words in which industry refers to any productive activity of the organization and relationship linking with the various players of the organizations such as employee and management. The present research study is related with study of Industrial relations and its impact on job satisfaction among the employees of selected public and private sector organizations in Madhya Pradesh. In order to explore this relationship three different practices of Industrial relations has been discussed such as Dispute settling machinery, collective bargaining and trade unionism. However study is based on primary data which has been gathered directly from the employees of selected manufacturing units.

RESEARCH FRAMEWORK
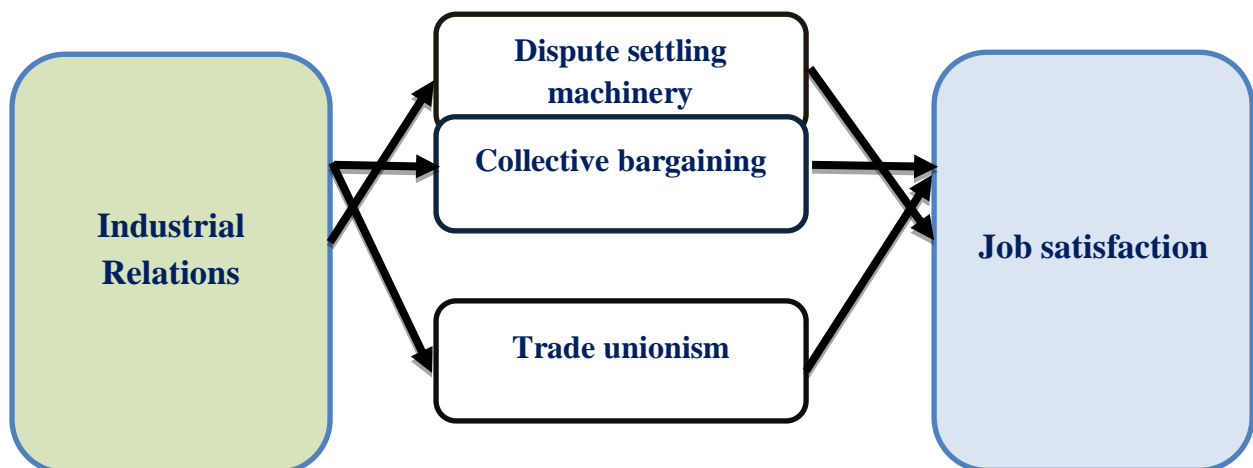
REVIEW OF LITERATURE

Damianus Abun et al, (2023)[1], has been conducted a research study on The Effect of Workplace Relationship on Job Satisfaction of Employees: School Context. The purpose of the research is to explore the workplace relationship among the employees and employer and its impact on the level of job satisfaction. The study was based on primary data and respondents of the study was the employees of Divine World College. The primary data for the study has been collected by using questionnaire method. Data analysis done by using descriptive correlation in order to explore the relationship between workplace relationship and job satisfaction. The findings of the research indicated that, there is a significant relationship between work place correlation and employee job satisfaction.

Raj Kishore Ram et. al., (2023)[2], has been conducted a research study on, Job Satisfaction among the Teachers of PG Department of Ranchi University, Ranchi. The purpose of the research is to examine the level of job satisfaction among the teachers of higher education department in Ranchi. The study was based on primary data and sample for the study were collected among the teachers of PG College by using random stratified method. Total 40 teachers has been identified to collect the sample. Findings of the study explored that each and every teachers are well satisfied with their job and there is a significant and positive relationship between work place environment and job satisfaction.

Rios-Avila F. (2017)[3], has broken down the effect of workmen organizations on efficiency in culled countries belongs to Latin America (in particular Argentina, Mexico, Panama, Chile, Uruguay, and Bolivia). He realized that workmen association emerge to have minuscule but encouraging impact on productivity across all countries under study, with the eminent exemption of Argentina, where a vigorous unenthusiastic productivity achieve is observed, and Bolivia, where no impact is observed. The positive relationships between trade unions and productivity appear to be ample to compensate superior labor costs, transforming in diminutive and irrelevant proficiency estimates.

Jindappa D. (2017)[4], looks at the challenges and efficacy of employee relation in Indian prospective. Apprehension for a sound IRS cannot inhibited to the upholding the industrial synchronization at organizational level but withal to existing concerns of socio-economic condition set up at the macro level. IRS and practices consequently must be express in the direction of answering key issues developing in the incipient economic order. Structured communication as a paramount conveyance for carrying both the employee relations actors collectively and accepted satisfactorily by the organizations to ease the current of information and ensure employees positive involvement with commitment in all significant features of the maneuver essentially including safety, quality, and productivity.

Sarkar P. and Deakin S. (2011)[5], have been discussing about the correlation between labour regulation, industrial output and unemployment by utilizing **Leximetric Methods**. On the substratum of a time-series econometric examination, they recognized inverse relationship between industrial law and joblessness in border perspectives, while stumpy joblessness prompts the execution of pro-worker industrial laws. However, India's eccentrically pro-worker industrial laws have befallen a main obstruction to industrial intensification and to the development of the formal division (enrolled business) at the cost of the informal division (unregistered business).

OBJECTIVES OF THE STUDY
The various objectives of the study are as under
1. To study the relationship between industrial relations management and job satisfaction towards dispute settling machinery
2. To study the relationship between industrial relations management and job satisfaction towards collective bargaining
3. To study the relationship between industrial relations management and job satisfaction towards trade unionism

FORMULATIONS OF HYPOTHESIS

The various hypothesis of the study are as under

H_{01} **:** Industrial relations have no significant relationship with employee job satisfaction with respect to dispute settling machinery

H_{a1}**:** Industrial relations have a significant relationship with employee job satisfaction with respect to dispute settling machinery

H_{02}**:** Industrial relations have no significant relationship with employee job satisfaction with respect to collective bargaining

H_{a2}**:** Industrial relations have a significant relationship with employee job satisfaction with respect to collective bargaining

H_{03}**:** Industrial relations have no significant relationship with employee job satisfaction with respect to trade unionism

H_{a3}**:** Industrial relations have a significant relationship with employee job satisfaction with respect to trade unionism

RESEARCH DESIGN

Research design is the blue print of proposed research work deals with methods, process, data, statistical tools etc. the research design for present study is descriptive in order to explain the relationship between industrial relations and employee job satisfaction. The study was collected both primary and secondary data in order to complete the proposed research work.

DATA COLLECTION
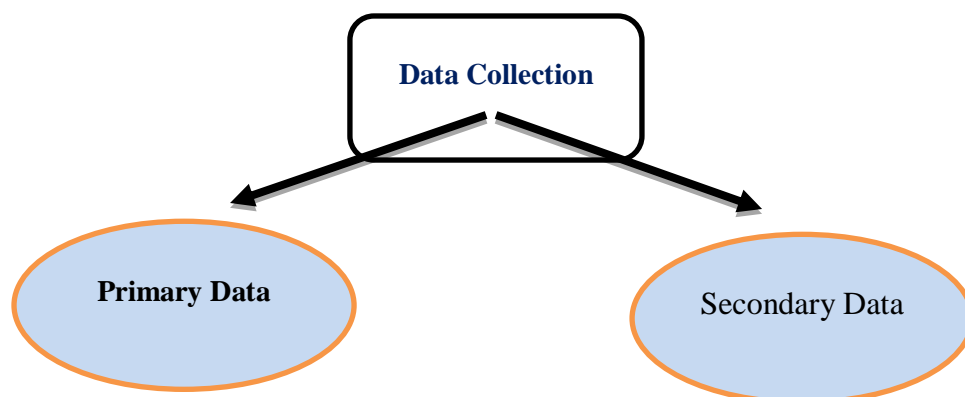
Primary Data: the questionnaire methods has been adopted to collect the primary data among the employees of selected manufacturing units. In this process a well-structured questionnaire containing 12 questions has been distributed to collect the primary data

Secondary Data: Secondary data for present study has been collected from various sources such as published research papers, thesis available on shodhganga.

SAMPLE DESIGN

Sample for the present study were collected among the peoples of selected manufacturing units of Madhya Pradesh. Random stratified method was adopted to collect the sample among the respondents. The sample were collected from different geographically locations of the employees. The final questionnaire was distributed among 150 employees. However 132 employee have filed and return the questionnaire. Hence the final sample size of the study is 132.

Whole sampling process has been completed in following steps

1. **Sample size:** the final questionnaire was distributed among the 150 employee and 132 employees have filled the questionnaire. However the sample size of the study is **132**
2. **Sample Area:** sample area for the study was limited up-to selected manufacturing units surrounding Bhopal city.

3. **Sample Method:** Random stratified methods has been adopted for collect the sample among the groups of populations.

MEASUREMENT SCALE

In order scaling of the data five point Likert scale has been used. Such as 01 strongly disagree to 05 strongly agree

Table 1: Likert Scale

S.No	Denote No	Rating Scale
1	01	Strongly Disagree
2	02	Disagree
3	03	Neutral
4	04	Disagree
5	05	Strongly Disagree

TOOLS OF DATA ANALYSIS

Data analysis for present study has been done with the help of ANOVA test and T test at 95% confidence level and 5% significance level

SIGNIFICANCE OF THE STUDY

Major amount of research study has been conducted in order to explore the relationship between industrial relations management and employee job satisfaction. All the previous conducted research study was based on certain models of industrial relations. The present study is little different from previously conducted study. Because the present study covered few practices of industrial relations in order to examine the impact on the level of job satisfaction. The findings of the study will also be useful for future research and also will have significant use for academic purpose also.

TESTING OF HYPOTHESIS

Hypothesis First

H_{01} **:** Industrial relations have no significant relationship with employee job satisfaction with respect to dispute settling machinery

H_{a1}**:** Industrial relations have a significant relationship with employee job satisfaction with respect to dispute settling machinery

Table 2: ANOVA
(Dispute settling machinery and job satisfaction)

Hypothesis	Relationship statement	Sum of square	df	Mean Square	F	Sig.
H_{01}	Dispute settling machinery job satisfaction	7.214	0.521	5.214	7.221	0.001
H_{a1}				0.991		
Dependent variable: Job Satisfaction						
(Predictors) Level of job satisfaction on dispute settling machinery						

Table 3: Coefficient
(Dispute settling machinery and job satisfaction)

Hypothesis	Relationship statement	B	Std. Error	t	Sig.	Result
H_{01}	Dispute settling machinery	0.117	0.109	5.214	0.029	Significant
H_{a1}						
Dependent variable: Job Satisfaction						

Findings 1: Table 2 and 3 explore the relationship between dispute settling machinery and job satisfaction among the employees of selected manufacturing units. **Table 2** clearly indicated that score of F is 7.221. It represent the significant relationship between independent variables and dependent variables. Furthermore, the value of t is 5.214 and p value is 0.029 at **5%** level of significance and represent the rejection of null hypothesis and accepting the alternative hypothesis. (**H_{01}= Accepted**)

 Hypothesis Second

H_{02}: Industrial relations have no significant relationship with employee job satisfaction with respect to collective bargaining.

H_{a2}: Industrial relations have a significant relationship with employee job satisfaction with respect to collective bargaining.

Table 4: ANOVA
(Dispute settling machinery and job satisfaction)

Hypothesis	Relationship statement	Sum of square	df	Mean Square	F	Sig.
H_{02}	**Dispute settling machinery job satisfaction**	**5.926**	**0.488**	**4.231**	**5.214**	**0.000**
H_{a2}				**0.084**		
Dependent variable: Job Satisfaction						
(Predictors) Level of job satisfaction on dispute settling machinery						

Table 5: Coefficient
(Dispute settling machinery and job satisfaction)

Hypothesis	Relationship statement	B	Std. Error	t	Sig.	Result
H_{02}	**Dispute settling machinery**	**0.179**	**0.132**	**4.221**	**0.000**	**Significant**
H_{a2}						
Dependent variable: Job Satisfaction						

Findings 2: Table 4 and 5 explore the relationship between collective bargaining and job satisfaction among the employees of selected manufacturing units. **Table 4** clearly indicated that score of F is **5.214**. It represent the significant relationship between independent variables and dependent variables. Furthermore, the value of t is **4.221** and p value is **0.000** at **5%** level of significance and represent the rejection of null hypothesis and accepting the alternative hypothesis. (**H_{02}= Accepted**)

Hypothesis Third

H_{03}: Industrial relations have no significant relationship with employee job satisfaction with respect to Trade Unionism.

H_{a3}: Industrial relations have a significant relationship with employee job satisfaction with respect to Trade Unionism.

Table 6: ANOVA
(Dispute settling machinery and job satisfaction)

Hypothesis	Relationship statement	Sum of square	df	Mean Square	F	Sig.
H_{03}	**Trade Unionism and job satisfaction**	**3.221**	**0.522**	**4.991**	**8.214**	**0.039**
H_{a3}				**0.079**		

Dependent variable: Job Satisfaction						
(Predictors) Level of job satisfaction on dispute settling machinery						

Table 7: Coefficient
(Dispute settling machinery and job satisfaction)

Hypothesis	Relationship statement	B	Std. Error	t	Sig.	Result
H$_{03}$	**Trade Unionism and job satisfaction**	0.117	0.096	5.124	0.001	**Significant**
H$_{a3}$						
Dependent variable: Job Satisfaction						

Findings 3: Table 6 and 7 explore the relationship between trade unionism and job satisfaction among the employees of selected manufacturing units. **Table 6** clearly indicated that score of F is **8.214**. It represent the significant relationship between independent variables and dependent variables. Furthermore, the value of t is **5.124** and p value is **0.001** at **5%** level of significance and represent the rejection of null hypothesis and accepting the alternative hypothesis. (**H$_{03}$= Accepted**)

CONCLUSIONS

As it has been discussed in the study that, trade industrial relations management played a significant role to improve job satisfaction among the employees. However it is important for both employee as well employers. The present research study explore the relationship between industrial relations management and employee job satisfaction with respect to the Dispute settling machinery, collective bargaining and trade unionism. The findings of the study reveals that all the practices of industrial relations have a significant impact on employee job satisfaction. Because in every cases study rejected null hypothesis and accepted the alternative hypothesis.

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