

A Study To Identify The Main Reasons Of Dispute In A Private Organization Of The Chhattisgarh State In Reference To Power Sector

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Abstract: The purpose of investigation was to identify the main reasons of disputes arising in a private organisation of Chhattisgarh state, special reference to Power sector. The work has been done on secondary information & informative data available. Different aspects have been identified and related reasons of disputes have been identified.

Introduction:

The new industrial set up has given birth to the capitalistic economy which dived the industrial society in to groups of labours and capitalistic. Capitalistic own resources and have possession over means of production. On the other hand; labour sells services which cannot be stored. The interests of the two groups are not common.

Employees strive for higher wages and congenial working conditions whereas the management takes advantages of workers poor bargaining power and deny them their due rights. Besides, the employers want higher productivity, when these two conflicting interests clash, industrial disputes arises in private sector in Chhattisgarh State, specially power sector.. The main affected persons are employees under contract labour and land oustees.

Findings of Investigations

There are number of causes for industrial disputes which can be classified in following categories:-

A. Economic Causes: Really the most common causes of industrial disputes are economic causes. These are as follows;

Wages - The demand for wages increase is the prime most cause of the industrial disputes; a large number of strikes are being organized to raise a voice against the rise in prices and cost of living. The real wages of the workforce declines faster with the increase in price level and they feel dissatisfied with their present emoluments and struggle for the improvement in wages. By having a cursory glance on the history of industrial disputes; it becomes clear that cause of most of the industrial disputes was wages. The employer has no clear cut and enlightened wage policy.

- a. **Dearness Allowance and Bonus** - Increase in cost of living was the main cause of the demand of dearness allowance by the workers to equate their wages with the rise in prices. Bonus also plays an important role as a cause of industrial dispute. Both the quantum and the method of bonus payment have led to a number of disputes. There is an increasing feeling among the workers that they should have a greater share in the profit of the Industrial Establishment and this fact has not been recognized by the employers and non-acceptance of this fact has been a source of friction among employers and employees.
- b. **Working Conditions and Working Hours** - The working conditions in the Industries of **Chhattisgarh state** are not very hygienic. There is no ample provision of water, heating, lighting, safety etc. Working hours are also greater. The demand of better working conditions and shorter hours of work are also responsible for labour disputes.
- c. **Modernisation and Automation of Plant and Machinery** - The attempt at, modernisation and introduction of automatic machinery to replace labour has been the major cause of disputes in C.G. State. Workers go on strike off and on, to resist rationalisation and automation.
- d. **High Industrial Profits** - The increased profits also led to the demands of higher wages and bonus. Now in this environment concept of labour laws changed considerably. They think themselves as a partner of the industry and demand share in the profits.
- e. **Demand for other Facilities** - Demand for other facilities for meeting out their basic needs such as medical , education, housing, etc. encourage the workers to resort to direct action because such facilities were denied by the employers.

B. Managerial Causes of Industrial Disputes:

Theses causes include autocratic managerial attitude and defective labour policies.

- i. **Denial of Recognition of Trade Union :-**
Failure on the part of the employer to recognize the trade union or to recognize the rival union for representation.
- ii. **Defective Recruitment Policies:-**Recruitment is generally made by the contractors who on many times fail to provide the suitable manpower and more time they exploit the workers.
- iii. **Irregular Lay off and Retrenchments: - Lay off and retrenchments** are reasons to be mentioned for encouraging Industrial Disputes. Moreover the employer in Chhattisgarh state following the “**Hire and Fire**” practices; workers do not find permanent employment for a pretty long time to deprive them of their legitimate rights.

- iv. **Defective Agreements and Codes** : The employers regularly rigid the provisions of collective bargaining agreements and code of conduct and code of discipline with a view to harass or exploit the employees and just encourage strife.
- v. **Inefficient leadership is also one of the causes of disputes**:-Leadership form the management and from the workers is quite incompetent to induce the workers to get them worked. The employers' representatives are not delegated sufficient authority to negotiate with the workers. They are not in position to comment anything to workers on behalf of the management.

C. Government Machinery:-

Government measures to prevent and machinery to settle the disputes are not much effective. For example:

- i. Enactments are Ineffective;
- ii. The irrelevancy in the context of the challenges of present industrial culture as many has not been convinced of their utility satisfactorily.
- iii. Improper and inadequate implementation by many employees.
- iv. Incapability of understanding and answering imperatives of development.
- v. Little Confidence over Settlement Machinery

Employers and Employees both have little confidence over the conciliation machinery as it could succeed in settling a very negligible numbers of disputes so far. Both are litigation minded, moreover the settlement machinery is quite inadequate because it has to see whether labour laws are properly implemented or not.

Conclusion:

Based on secondary information, I have come to conclude that, though a certain reasonable working environment has been developed by power sector Organisation, to achieve goal of management point of view and also work performer point of view, still there exist and also get generated dispute within organisation. Reasons of disputes identified under different aspects like

- i. Economy dissatisfactions.
- ii. Working conditions and changing modern working pattern.
- iii. Dissatisfaction of availing facilities.
- iv. Managerial policies.
- v. Lacking confidence over conciliation machinery.

It seems interest gap gets generated & exists & mechanism of settlement has to exercise to reduce interest gap .To certain extent it is a continuous process of Organisation.

References

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