

A ROLE OF WORKERS PARTICIPATION MANAGEMENT IN CO-OPERATIVE SUGAR INDUSTRY IN HARYANA

Dr. Surender Kumar Jyani, Assistant Professor, Dept. of Commerce
Govt. College for Women, Bhodia Khera, Fatehabad

ABSTRACT The extension of organizational responsibility to the human instrumentality which served the industrial organization as worker or employee has widely expanded the horizons of industrial philosophy in India. The emerging trends in the Indian Industrial Philosophy is towards a greater realization of the fact that for the perfect attainment of industrial socialism, it is of utmost importance to have the wholehearted Co-operation of human factor which is employed as worker in an enterprise. Throughout the industrial working world there has been considerable growth in recent years of the interest in human relations in industry, so that management may treats their workers as individual who, however, low in their origin, are entitled to dignity and fair treatment.

Keywords: Workers Participation, Sugar Industry and Labour.

INTRODUCTION

It has been generally accepted that mutual understanding and Co-operation between management and workers can provide a solid foundation for the economic development of the country. If we look back at the early years of industrial development when the tools of independent workman were replaced by machines owned by capitalists, we will find that the human element in industrial organizations was scarcely recognized and their relation with the enterprise was that of master and servant or of employer and employee. In the midst of astonishing industrial progress labour came to be looked upon as a commodity value to be gauged by the usual standards of maximum use, periodical replacement and scrapping when damaged or worn-out. Gradually, the workers began to feel that they were impersonal in a vast machine which robbed them of their self-respect and their identity.

Since the beginning of 20th Century it has become everybody is realization that a worker is not a marketable commodity but is a self-respecting human being. The Clayton Act of 1914 body declared that labour is not a commodity or an article of commerce and thus gave it due recognition. Thirty years later declaration of Philadelphia adopted by the International labour organization in 1944, upheld personality and dignity of the individual. It has been increasingly realized that the workers have feelings, emotions and aspirations like all other human beings and strive to fulfill them through the instrumentality of work from which they not only make

their living but also drive self-satisfaction. A man brings more to a factory than the work of his hands. He brings parts of his life he lives with all its biological, social and psychological concomitants.

He feels that just as a citizen has certain inherent rights and voice in determining and exercising those rights, he as a citizen of the enterprise in which he is employed and for whose benefits and prosperity he works, is entitled to right to have voice in determining the rules and regulations in which he work. The worker seeks his involvement in the industrial society. He likes to assert his membership and status there of in the organization. To have sense of responsibility and affiliation with the industrial system, he wants to attach himself with the government of the industrial entity and to participate in the administration and thereby contributing to the prosperity of the industrial enterprise, of which he is a member. Thus with the passage of time, the concept of an industrial worker changed, that is, from cog in machine to as human being with his self respect.

REVIEW OF LITERATURE

It is true that worker participation in management is playing an important role in development of Co-operative Sugar Industry. All the research of worker participation management reveals that only few studies were based on role of worker participation management in India. A brief review of these studies is given below:-

According to Gandhiji, "Worker is not merely a means of production but is essentially a human being with a personality, having a sense of responsibility towards his family, the industry and the nation. This Gandhiji, desired an around feeling of self respect and desire for progress.

Friedman observes, "the industrial organization of business and labour have long ceased to be a private phenomena. They have a direct and decisive impact on the social, economic and the political life of the nation. The challenge to the contemporary lawyer is to translate the transformation of this organization in legal terms. In attempting to do so, we have to recognize with labour currently exercised vast power.

The Royal Commission on labour in India at page 321 of its report has observed, "Trade unionism to be fully effective, demand two things: a democratic spirit: and

education: the democratic ideal has still to be developed in the Indian Worker, and the lack of education is the most serious obstacle of all. The latter few trade unions can afford to conduct benevolent work and the majority find it hard to convince the worker that a subscription is worth while except when a dispute is imminent or in progress. Lack of understanding and Co-operation between the management and the workers are deep-rooted notions still prevailing in the air and weak collective bargaining strength of the workers and inadequacy of the law to meet new challenges often result in industrial unrest, and give rise to strikes. Look-outs bundhs etc.

Robert Owen preached the philosophy of co-operative endeavour in production. He wanted capital to receive only a fixed or maximum dividend, profit being devoted to the development of social services for the general benefit. He also believed that in the course of time as the institutions of the new society developed, the desire to be richer than others would die out and the capital owners would voluntarily renounce their shares. He recognized his employees as having, in a real sense, a right to partnership in the enterprise together with the managers and with those who provide the capital. With the goodwill, it is possible to harmonize capitalist enterprise', he asserted.

In a slightly different form, Johann Gottlieb Fichte also emphasized the importance of individual creative activity expressed through 'inter personnel' associative behaviour, he demanded that every man be given the means of expressing his personality in labour in association with his colleagues in an occupation suitable to his natural bent. According to him, every worker has a right to have access to the means of production.

Ferdinand Lassalle also put forward a programme of worker's Co-operative and social ownership of enterprise with a view to "furthering the general good of the entire people." Thus it was thought that participation of workers in management would sufficiently cater the need of social justice.

According to Karl Marx the class structure of the society was buttressed by the State which was under the control of capitalist ruling class, therefore, the remedy was for the workers to destroy this state and set up proletarian state. This approach takes the colour of workers control rather than that of worker's participation as it contemplates workers as management themselves.

Kurt Lewin showed that democratically managed groups in which lower ranking members also got an opportunity to participate in the decision-making groups managed in an authoritarian way. These findings and writings of a number of celebrated scholars like Linkert, Blake, McGregor etc. popularized the belief that if workers and their trade unions are also given opportunities to participate in the management process, there would be positive gains for the organization through higher productivity on one hand and reduction in negative values and behaviour on the other.

In the words of Mary Parker Follet, The ethics of employer-employee relationship can therefore, be discarded only on the basis of an appreciation of the basic objectives of the industry is integrative unity of business.

Dennison says that "the managing ability of all employees is a great untapped source of social wealth." Participation aims at utilizing the intimate knowledge and experience possessed by worker as a result of the direct daily contact with processes and operations carried out in a business.

According to pluralistic approach collective bargaining in the mode of participation and is the method of solving the disputes between management and the workers by negotiation.

According to this conflict theory of trade unionism the management shows an inherent tendency to overlook the interests of workers and it always tried to exploit labour and due to that management must therefore be coerced and threatened with obstructive policies and practices in order to safeguard and promote the interest of workers.

OBJECTIVES OF STUDY

The main objectives of the present study are as under:-

1. To study the forms of worker's participation in management of Co-operative Sugar Industry.
2. To study the role of worker's participation management in India.
3. To study the application and participation in Co-operative Sugar factories.
4. To study the problem faced in the implementation of scheme of Co-operative sugar factories.

5. To provide the finding and suggestion of workers participations management in Co-operative sugar sectors.

CONCLUSION

The finding of the present study will endeavour to help academicians, government and researcher on one hand, and workers of Co-operative Sugar Industries on the other hand. To academics, the investigation will attempt to add the current knowledge of workers participation management in Co-operative Sugar Industry of Haryana State. The present study identify the major weakness in workers participation in management of Co-operative Sugar Industry of Haryana, then some suggestion about improvement in practices adopted by Co-operative Sugar Industries.

REFERENCES

- Kumar, A. & Taunk, A.(2013). Worker's Participation in Management: a case study of national thermal power corporation in India. Wudpecker Journal of Sociology and Anthropology, 1(1), p.p:1-4
- Narain, L. (1986). Worker's Participation in Public Enterprises, Himalaya Publishing House, Mumbai
- Sen, R.(2012). Employee Participation in India, Working paper no: 40, International Labor Office, Geneva
- Singh, K. & Siwach, M.(2013). Worker's participation in management as Ambivalence approach: A study of sugar Industry of Haryana, Global research analysis, 2(10), p.p:52-53
- V.G. Mehtas, 'Labour Participation in Management', Manaktalas Bombay, 1966