

## Impact of Collective Bargaining of Employees –A Study

**B. Radhika<sup>1</sup>, Mr.S. Tulasi Ram<sup>2</sup>**

<sup>1</sup>Asst Professor, Department of Management, Malla Reddy Engineering College for Women, Secunderabad.T. S, India, Email: Radhika.yallati@gmail.com.

<sup>2</sup>Assistant professor, CBIT School of Management Studies, Hyderabad, T. S, India  
Email: tulasiram.mba2010@gmail.com .

### ABSTRACT

The APSRTC and KSRTC syndicates effectively expanded collective bargaining in a few of quarters while long industrial battles in others. At the core of a lot of these campaigns were job security and employee controls and overtime, low pay, bonus and incentive allowance non-payment, hours of work and leave overtime, adverse working conditions. The challenge to the management prerogative has led to some unexpected employer actions. Collective bargaining as the industrial conflict resolution technique has been examined as a decision parameter for the chosen employees/correspondents; the results provided by the employees show the same passion recorded against age, sex, education, employment income. Finding shows the high to very high effect of the collective bargaining technique as a strategy for resolving industrial disputes across all companies chosen for the research. Although variance occurs, it is micro marginal and insignificant, which indicates the strong effect on all companies chosen for the study of the collective bargaining process.

**Keywords:** APSRTC, ILO, AITUC, HMS, CITU, KSRTC

### I. INTRODUCTION

Collective bargaining is a form of self-settlement via direct talks between employers' representatives and workers. It is a process of talks between the companies and union representatives in an effort to achieve agreement on terms of employment, such as salaries, working hours, working conditions, bonuses, health safety, welfare of employees etc. "As negotiations on working conditions and employment terms between the employers, the employers' group or, on the one hand, one or more employers' organizations, and one or more representative workers' organizations, on the other hand with a view to reaching a contract," defined the International Labor Organization (ILO) collective bargaining. Main industrial dispute causes:

- Low salaries
- Bonus and Dearness non-payment Allowance
- Working and leaving hours
- Failure to pay overtime
- Conditions of adverse work
- Workers' retrenchment and victimization
- Favourism

- Exploitation
- Lack of pride in personal contact
- Political reasons
- No – Completion of complaints
- Labor Union Non-recognition

**Industrial Dispute Resolution:** These are the main categories for the resolution of industrial disputes between labor and management

1. Self-Settlement.
2. (External) Assisted Settlement
  - A) Task Force Agreement
  - B) Mediation
  - C) Conciliation
  - D) Arbitration

### **Trade Unions**

Trade Unions are voluntary workers' organizations established to defend and promote their members' interests and wellbeing. Trade unions are the result of the manufacturing system and began about 1851 in India. The employer's greater profit motivation leads to the exploitation of the working class. Individual employees with their limited economic means could not negotiate for improved working conditions, higher salaries, acceptable working hours, safe working environments, etc. with their employers. Workers thus considered it important to establish their voluntary organizations, gather the required money via contributions and subscriptions, register these and combine to defend and advance by means of collective bargaining the interests and welfare of their Members, Trade unions were therefore created because employees had to defend themselves from bosses' exploitation.

### **Trade Union Movement in India:**

Trade unions were formed in India during the First World War (1914-18). Mr. B.F. Wadia established the first trade union in Madras in 1918. The Russian revolution of 1917 and the founding of the ILO in 1919 contributed to the development of trade unions in India. The All-India Trade Union Congress (AITUC) was established in 1920 to designate the ILO's annual conference delegates and the central legislature and legislature members. The 1926 Trade Union Act provided the trade unions legal status and legitimacy, which promoted trade union development in the nation. In 1940-41, the number of labor unions grew significantly during the Second World War. When the nation became independent in 1947, the 1926 legislation was modified. This offered greater opportunities for trade union development. It was modified again in 1964 and granted the prosecution protection from criminal conspiracy for lawful trade union activity. In 1929 just 29 registered syndicates with a total membership of 106000 were registered. Immediately after independence, the number of trade unions increased rapidly in 1947 from 2766 in 1947-48 to approximately 38935 in 1985-86. Currently major unions, such as:

**Table 1: Trade Union Movement in India**

Trade Unions	Established Year
AITUC ( All India Trade Union Congress)	1920
INTUC (Indian National Trade Union Congress)	1947
HMS ( Hind Mazdoor Sabha )	1948
UTUC ( United Trade Union Congress)	1949
BMS ( Bharatiya Mazdoor Sangh)	-
CITU ( Centre of Indian Trade Union)	-

## II. METHODOLOGY

The impact of the technique of industrial dispute resolution on the Universe sample of workers as a collective bargaining, covers maximum employees of Andhra Pradesh and Karnataka States Transport Corporation (husband and woman). Sample Size. Sample Size. For the study, 406 participants are chosen to make the research interesting and relevant. Distribution sample, for efficient assessment both male and female APSRTC staff is regarded as providing proportional representation by KRTC in Andhra Pradesh and Karnataka.

**Table 2: Transport staff**

LOCATION COMPANY	ANDHRA PRADESH	KARNATAKA		TOTAL
APSRTC	220	-		220
KSRTC	-	188		188
TOTAL				406

### Sampling Framework

APSRTC AND KARNATAKA RTC workers in Andhra Pradesh and Karnataka, including men and women.

## III. DATA SOURCES

This kind of empirical research should produce adequate data by means of a survey to base its results on data assessment. For this research, the data gathered include both primary and secondary sources.

### Statistical Tools Applied for Analysis

The data gathered through questionnaires are provided for a particular characteristic by investors. For the purposes of analysis, cumulative weighted average and Chi-Square tests were employed.

## IV. DATA ANALYSIS AND DISCUSSION

**Table 3: Impact of Industrial disputes settlement method as Collective Bargaining on Employees- Age Wise**

Collective Bargaining		
Age	AP	Karnataka
25-35	4.29	4.60

36-45	4.47	4.76
46-55	4.49	4.72
> 56	3.53	3.50
Total	4.35	4.62

Collective negotiations with the chosen employees/respondents as a decision criterion have been examined; ratings they give reflect the intensity of their employees which is documented in their age categorization table. All the companies chosen for the research record the high to very high effect of the technique of collective bargaining on workers in the organization. Although there is fluctuation, it is micro marginal and insignificant, which indicates the strong effect on industrial conflicts of workers of the collective bargaining technique. For all companies chosen for the research. Evaluation The importance of the same for workers and for businesses to take the same seriously indicates the high to very high collective bargaining techniques (Industrial dispute resolution methods of workers and employers) for all companies that are created in the research.

**Table 4: Chi-Square Impact of Industrial disputes settlement method as Collective Bargaining on Employees - Age Wise**

Element	Chi-Square computed		Table Value	Significance Level
	Andhra	Karnataka		
Collective Bargaining	36.864	47.453	21.026	5

For study data, Chi-square tests are used to strengthen the meaningful interpretation; the same is given in relation to the demographic component. The calculated value above is higher than the table value, at 12 d o f and 5 percent, thus Ho is rejected for the components depicted. Therefore, we may infer that the technique of industrial conflict settlement collective bargaining has an impact on employees.

**Table 5: Impact of Industrial disputes settlement method as Collective Bargaining on Employees- Gender Wise**

Collective Bargaining		
Gender	AP	Karnataka
Male	4.60	4.79
Female	3.53	4.35
Total	4.35	4.70

The chosen employees/respondents tested their collective bargaining as a choice criterion; the ratings provided show the intensity of the same employee who are listed in the table against their gender categorization. All the companies chosen for the research record the high to very high effect of the technique of collective bargaining on workers in the organization. Although there is fluctuation, it is micro marginal and insignificant, which indicates the strong effect on industrial conflicts of workers of the collective bargaining technique. For all companies chosen for the research. Evaluation The importance of the same for workers and for businesses to take the same seriously indicates the high to very high collective bargaining techniques (Industrial dispute resolution methods of workers and employers) for all companies that are created in the research.

**Table 6: Chi-Square Impact of Industrial disputes settlement method as Collective Bargaining on Employees – Gender Wise**

Element	Chi-Square computed		Table Value	Significance Level
	Ap	Karnataka		
Collective Bargaining	55.87	22.032	9.488	5

For study data, Chi-square tests are used to strengthen the meaningful interpretation; the same is given in relation to the demographic component. The value calculated from the preceding table is higher than the table value at 4 d o f and 5% of importance; Hence Ho is rejected for the represented components. We may thus infer that the collective bargaining mechanism for resolving disputes affects employees.

**Table 7: Impact of Industrial disputes settlement method as Collective Bargaining on Employees- Education Wise**

Collective Bargaining		
Education	AP	Karnataka
SSC	4.56	4.80
UG	4.49	4.74
PG	3.83	3.60
ITI	4.78	4.83
Total	4.58	4.74

The collective bargaining was tested as the decision parameter with the chosen employees/respondents; their ratings show the intensity of those ratings which were reported in the table against their categorization of education. All the companies chosen for the research record the high to very high effect of the technique of collective bargaining on workers in the organization. Although there is fluctuation, it is micro marginal and insignificant, which indicates the strong effect on industrial conflicts of workers of the collective bargaining technique. For all companies chosen for the research. Evaluation The importance of the same for workers and for businesses to take the same seriously indicates the high to very high collective bargaining techniques (Industrial dispute resolution methods of workers and employers) for all companies that are created in the research.

**Table 8: Chi-Square Impact of Industrial disputes settlement method as Collective Bargaining on Employees - Education Wise**

Education	Chi-Square computed		Table Value	Significance Level
	Ap	Karnataka		
Collective Bargaining	26.439	37.264	21.026	5

For study data, Chi-square tests are used to strengthen the meaningful interpretation; the same is given in relation to the demographic component. Of the above table calculated value above the table value is 12 d o f and 5 percent; therefore, Ho for the components represented is rejected. We may thus infer that the technique of industrial conflict resolution has an impact on employees.

**Table 9: Impact of Industrial disputes settlement method as Collective Bargaining on Employees- Income Wise**

Collective Bargaining		
Income	AP	Karnataka
10-15K	4.52	4.44
16-18K	4.67	4.71
19-22K	4.83	4.81
> 22K	4.32	4.38
<b>Total</b>	4.61	4.62

Collective negotiations with the chosen employees/respondents were tested as decision parameters and the ratings provided reflect the intensity of their employees/respondents, which is shown in the table against their income classifications. All the companies chosen for the research record the high to very high effect of the technique of collective bargaining on workers in the organization. Although there is fluctuation, it is micro marginal and insignificant, which indicates the strong effect on industrial conflicts of workers of the collective bargaining technique. For all companies chosen for the research. Evaluation The importance of the same for the staff and also for companies to take seriously High to Very High Collective Negotiations (Industrial Dispute Settlement Method for Workers and Employers) for all the businesses set up by the research.

**Table 10: Chi-Square Impact of Industrial disputes settlement method as Collective Bargaining on Employees – Income Wise**

Income	Chi-Square computed		Table Value	Significance Level
	Ap	Karnataka		
<b>Collective Bargaining</b>	30.343	45.479	21.026	5

For study data, Chi-square tests are used to strengthen the meaningful interpretation; the same is given in relation to the demographic component. Of the above table calculated value above the table value is 12 d o f and 5 percent; therefore, Ho for the components represented is rejected. We may thus infer that the collective bargaining mechanism for resolving disputes affects employees.

**Table 11: Impact of Industrial disputes settlement method as Collective Bargaining on Employees- Job Wise**

Collective Bargaining		
Job	AP	Karnataka
Conductor	4.76	4.65
Drivers	4.68	4.77
Office	4.76	4.71
Retired	4.11	4.39
<b>Total</b>	4.68	4.68

Collective Bargaining has been tested with chosen employees/respondent as a criterion for decision; the ratings they give show the severity of the same, which is not classified as an employee in the

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table. All the companies chosen for the research record the high to very high effect of the technique of collective bargaining on workers in the organization. Although there is fluctuation, it is micro marginal and insignificant, which indicates the strong effect on industrial conflicts of workers of the collective bargaining technique. For all companies chosen for the research. Evaluation The importance of the same for the staff and also for companies to take seriously High to Very High Collective Negotiations (Industrial Dispute Settlement Method for Workers and Employers) for all the businesses set up by the research.

**Table 12: Chi-Square Impact of Industrial disputes settlement method as Collective Bargaining on Employees - Job Wise**

Job	Chi-Square computed		Table Value	Significance Level
	Ap	Karnataka		
<b>Collective Bargaining</b>	47.316	29.605	21.026	5

For study data, Chi-square tests are used to strengthen the meaningful interpretation; the same is given in relation to the demographic component. Of the above table calculated value above the table value is 12 d o f and 5 percent; therefore, Ho for the components represented is rejected. We may thus infer that the technique of industrial conflict resolution has an impact on employees.

### Annexure: I

**Primary Table: 1**

Age	Ap							Karnataka						
	1	2	3	4	5	Total	CWA	1	2	3	4	5	Total	CWA
<b>25-35</b>	2	3	5	10	32	52	4.288	1	2	2	3	34	42	4.595
<b>36-45</b>	2	5	7	6	61	81	4.469	1	1	2	6	62	72	4.764
<b>46-55</b>	1	5	6	4	52	68	4.485	1	1	1	8	49	60	4.717
<b>&gt; 56</b>	1	2	5	8	3	19	3.526	1	2	1	9	1	14	3.5
<b>Total</b>	6	15	23	28	148	220	4.35	4	6	6	26	146	188	4.617

**Primary Table: 2**

Gender	Ap							Karnataka						
	1	2	3	4	5	Total	CWA	1	2	3	4	5	Total	CWA
<b>Male</b>	1	5	16	17	130	169	4.598	1	2	4	14	130	151	4.788
<b>Female</b>	2	8	12	19	10	51	3.529	0	1	10	1	25	37	4.351
<b>Total</b>	3	13	28	36	140	220	4.35	1	3	14	15	155	188	4.702

**Primary Table: 3**

Education	Ap							Karnataka						
	1	2	3	4	5	Total	CWA	1	2	3	4	5	Total	CWA
SSC	1	2	4	25	65	97	4.557	0	0	1	12	58	71	4.803
UG	1	1	3	5	25	35	4.486	0	1	1	3	26	31	4.742
PG	1	1	2	3	5	12	3.833	1	1	2	3	3	10	3.6
ITI	1	1	1	8	65	76	4.776	1	1	1	4	69	76	4.829
<b>Total</b>	4	5	10	41	160	220	4.582	2	3	5	22	156	188	4.739

**Primary Table: 4**

Income	AP							Karnataka						
	1	2	3	4	5	Total	CWA	1	2	3	4	5	Total	CWA
10-15K	1	2	3	15	43	64	4.516	1	2	5	7	33	48	4.438
16-18K	1	1	2	13	55	72	4.667	1	1	3	4	49	58	4.707
19-22K	0	1	1	4	47	53	4.83	0	1	2	3	47	53	4.811
> 22K	0	1	1	16	13	31	4.323	0	0	1	16	12	29	4.379
<b>Total</b>	2	5	7	48	158	220	4.614	2	4	11	30	141	188	4.617

**Primary Table: 5**

Job	AP							Karnataka						
	1	2	3	4	5	Total	CWA	1	2	3	4	5	Total	CWA
Conductor	0	0	2	13	56	71	4.761	1	2	2	4	42	51	4.647
Drivers	1	1	1	15	58	76	4.684	1	1	2	4	56	64	4.766
Office	0	1	3	4	47	55	4.764	1	1	2	5	46	55	4.709
Retired	0	0	1	14	3	18	4.111	0	0	1	9	8	18	4.389
<b>Total</b>	1	2	7	46	164	220	4.682	3	4	7	22	152	188	4.681

**V. Conclusions:**

The study showed that the collective bargaining technique has high to very high effect as the industrial dispute resolution method of all companies is established in all demographic variables of research. The study ends by insisting on the collective bargaining procedures as an industrial conflict management technique for APSRTC and KSRTC workers.

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