

“an impact and level of collective bargaining system of tnstc employees and its trade union – kmbakonam division”

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“AN IMPACT AND LEVEL OF COLLECTIVE BARGAINING SYSTEM OF TNSTC EMPLOYEES AND ITS TRADE UNION – KMBAKONAM DIVISION”

¹R. Kalaimathi, ²Dr. P. Hemalatha

¹Research Scholar in Commerce, Govt. College for Women (Autonomous), Kumbakonam, Affiliated to Bharathidasan University, Tiruchirappalli, Tamil Nadu

²Principal & Research Supervisor, Raja Doraisingam Govt.Arts College, Sivagangai, Affiliated to Bharathidasan University, Tiruchirappalli, Tamil Nadu

Abstract

This Paper addresses the collective bargaining of TNSTC trade union members, the future of collective bargaining, the conditions necessary for successful collective bargaining, some of the advantages of collective bargaining, issues of concern for employers and guidelines for employers on the process of bargaining itself. Collective bargaining is specifically an industrial relations mechanism or tool, applicable to the employment relationship as a process. In collective bargaining the union always has a collective interest since the negotiations are for the benefit of several employees. Where collective bargaining is not for one employer but for several, collective interests become a feature for both parties to the bargaining process. In collective bargaining certain essential conditions need to be satisfied, such as the existence of the freedom of association and a labour law system. collective bargaining took a new turn as trade unions were forced to examine seriously their approach to the preparation of proposals and the presentation of their case to bargain collectively is the performance of the mutual obligation of the employer and the representative of the employees to meet at reasonable times and confer in good faith with respect to wages, hours, and terms and conditions of employment,

Keywords: TNSTC employees, Collective bargaining, Transport employees.

CONCEPT OF COLLECTIVE BARGAINING

TNSTC is the second largest government bus transport corporation in India and is well known for its route coverage almost too every remote area within Tamil Nadu. In Tamil Nadu, TNSTC (Kumbakonam) Ltd accounts major stake. Transportation service here is more than 40 years old and is the back bone of the economy of this division. In this study area, majority of the TNSTC workers are getting membership in various trade unions. So that the researcher concentrate the trade union’s collective bargaining system. The phrase “*collective bargaining was first coined by Sidney and Beatrice Webb*. This was widely accepted, particularly in the developed countries. Generally by collective bargaining we mean, an essential element of economic democracy, is a ‘two party’ procedure for arriving at a commonly agreed solution. The term is thus used to describe the procedure, whereby employers must attempt to reach agreement about wage-rates and basic conditions of labour with trade unions, instead of with individual workers. In other words, it is the process of discussion and negotiation between an employer and a union culminating in a written

agreement or contract and the adjustment of problems arising under the agreement. The existence of trade unions of various sorts: craft, industrial, company, general and federations or congresses, has been accompanied by the formation of employers' unions. The interaction between these institutions comprises the collective relations of industrial relations.

The growth of collective bargaining is closely associated with growth of trade unionism. The trade union movement revolves around collective bargaining. The important trend in collective bargaining, however, is the expansion in the number and the type of subjects which it covers. Collective bargaining as a technique for the fulfillment of the needs and objectives of workers and employers is an integral part of industrial society

The Trade Unions Act, 1926 ("TU Act") provides for formation and registration of trade unions and in certain respects to define the law relating to registered Trade Unions. The TU Act defines a trade union as "any combinations, whether temporary or permanent, formed primarily for the purpose of regulating the relations between workmen and employers or between workmen and workmen, or between employers and employers, or for imposing restrictive condition on the conduct of any trade or business, and includes any federation or two or more trade unions."

why employees join trade unions

Employees join unions for numerous reasons: economic (to give leverage in pay bargaining), social justice (inequality), to gain a voice in decision-making and for protection against authoritarian or abusive treatment by LMs.

Collective Bargaining in India

In India, the function of the trade unions was limited largely to collective bargaining for economic considerations. Collective bargaining has been defined by the Supreme Court ("SC") as "the technique by which dispute as to conditions of employment is resolved amicably by agreement rather than coercion". It is a process of discussion and negotiation between employer and workers regarding terms of employment and working conditions. Workers are generally represented by trade unions with respect to expressing their grievance concerning service conditions and wages before the employer and the management. Refusing to bargain collectively in good faith with the employer is considered to be an unfair labour practice as per the provisions of the Industrial Disputes Act, 1947 ("IDA"). This is generally an effective system as it usually results in employers undertaking actions to resolve the issues of the workers. However, the legal procedure for pursuing collective bargaining in India is complicated .

Meaning and definition of Collective Bargaining

"a mutual obligation on the employer and employee to bargain in good faith towards the settlement of collective bargaining"

Louis E. Howard, collective bargaining means "..... To get together (right of meeting), to enter a common organization (right of association), to determine that whatever conditions of work are allotted shall be the same for all workers and to make a bargain with employers to that effect (rights of combinations and bargaining) and eventually in case the employers should refuse to enter on such

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a bargain or fail to honour it when entered upon, to confront them with a united refusal to go to work or to continue at work (right of strike).

According to Flanders “Collective Bargaining as a means of joint regulation”

The **ILO** Right to Organize and Collective Bargaining Convention (No. 98), 1949 describes

collective bargaining as: "Voluntary negotiation between employers or employers' organizations and workers' organizations, with a view to the regulation of terms and conditions of employment by collective agreements."

“Collective bargaining” writes **Harbison** “is a process of accommodation between two institutions which have both common and conflicting interests”.

Levels of Collective Bargaining in India

i National-level industry bargaining is common in core industries such as banks, coal, steel, ports and docks, and oil where the central government plays a major role as the employer.

ii. Industry-cum regional bargaining is peculiar to industries where the private sector dominates, such as cotton, jute, textiles, engineering, tea plantation, ports and docks. Bargaining generally occurs in two stages: company-wide agreements are formed, which are then supplemented with regional (i.e. plant-level) agreements.

iii. Enterprise or plant-level bargaining practices differ from case to case because there is no uniform collective bargaining procedure. Typically, the bargaining council (or negotiating committee) is constituted by a proportional representation of many unions in an establishment

Advantages of Collective Bargaining

- ✓ Collective bargaining has the advantage of settlement through dialogue and consensus rather than through conflict and confrontation.
- ✓ Collective bargaining agreements often institutionalize settlement through dialogue.
- ✓ Collective bargaining is a form of participation. Both parties participate in deciding what proportion of the 'cake' is to be shared by the parties entitled to a share
- ✓ Collective bargaining agreements sometimes renounce or limit the settlement of disputes through trade union action.
- ✓ Collective bargaining is an essential feature in the concept of social partnership towards which labour relations should strive.
- ✓ Collective bargaining has valuable by-products relevant to the relationship between the two parties
- ✓ Collective bargaining and consequent agreements tend to stabilize union membership.
- ✓ Collective bargaining usually has the effect of improving industrial relations.

SCOPE OF THE STUDY:

This study is mainly confined to the study of collective bargaining of trade union and its members of TNSTC (Kumbakonam) Ltd towards their occupation

OBJECTIVES OF THE STUDY

The following specific objectives of the study are as follows.

1. To study the mean score of good faith and confidence on each management and employees towards collective bargaining of TNSTC Ltd, Kumbakonam division.
2. To analyses the various level of collective bargaining towards TNSTC Ltd, Kumbakonam division.

Area of the study: The researcher has taken TNSTC (Kumbakonam) Ltd for this study.

The collective bargaining of the employees of TNSTC (Kumbakonam) Ltd is studied.

Research Design

The present study is based on both primary and secondary data were used. For collecting the primary data using well framed questionnaire was designed to elicit necessary data and details collected through a sample survey from the drivers, conductors, technical, Administrative and others employees of TNSTC Kumbakonam division. The secondary data were collected from the books, journals, web portal, and records from Tamil Nadu State Transport Corporation Limited, Kumbakonam division, and publication of the department of TNSTC, Indian Journal of Transport Management Pune.

SAMPLING DESIGN

The sampling designs were formulated to collect data from the employees. In TNSTC (Kumbakonam) Ltd, the numbers of respondents are in variably high employees have been selected for the study. The researcher collected for pilot study of 100 TNSTC employees were used and its implied that reliability is not high-quality

Statistical Design : Various statistical tools are used in analyzing the primary and secondary data. This involves a lot of calculation and computations. Tables, mean score of collective bargaining were used to judge the significance through chi-square test . From each category of employees namely Drivers, Conductors, Technical staff members Administration staff members and others staff members were selected for the study.

Statement of problem

Unions exist to deal with problems faced by laborers, these problems may be of any nature such as those concerning the pay, unfair work rules, timings and so on. All the workers working under one particular employer is represented by the worker's union. All the communication that happens in between the employer and the workforce generally takes place through the union. Collective bargaining has addressed equity issues from the point of view of employees - issues such as a job security, Fair wage, working conditions and the equal distribution of wage increases to all. As a result, collective bargaining process gets weakening from industries to industries due to non-cooperation among the trade unions.. In that event, in collective bargaining the areas of dispute would be narrowed, and both parties would be likely to share a common view about the issues and even arrive at a basic agreement on them.

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CHI-SQUARE TEST – COLLECTIVE BARGAINING

Null Hypothesis (H₀): There is no significant difference in the mean score of collective bargaining is a powerful device.

Alternative Hypothesis (H₀): There is a significant difference in the mean score of collective bargaining is a powerful device.

TABLE – 1

COLLECTIVE BARGAINING POWERFUL DEVICE

Statements	Observed N	Expected N	Residual
Highly Satisfied	63	185.2	-122.2
Satisfied	240	185.2	54.8
Neutral	513	185.2	327.8
Dissatisfied	82	185.2	-103.2
Highly Dissatisfied	28	185.2	-157.2
Total	926		

Source: Primary Data

TABLE – 1.1

RESULT

	CB POWERFUL DEVICE	REMARKS
Chi-Square	867.985 ^{a**}	Significant
df	4	
Asymp. Sig.	.000	

****1% level of significant (P<0.01 i.e. Rejected)**

The above table observes that the collective bargaining powerful device from expected and expected frequencies TU employees in Kumbakonam Division. Since, the *P*-value 0.000 is less than 0.05 (*P*<0.01), the indifference between observed and expected variables is ‘significant’. It is concluded that the there is a significant difference in the mean score of collective bargaining is a powerful device in the study area.

CHI-SQUARE TEST – COLLECTIVE BARGAINING

Null Hypothesis (H₀): There is no significant difference in the mean score of industrial peace and labour harmony between employees and employer.

Alternative Hypothesis (H₀): There is a significant difference in the mean score of industrial peace and labour harmony between employees and employer.

TABLE –2COLLECTIVE BARGAINING

Statements	Observed N	Expected N	Residual
Highly Satisfied	112	185.2	-73.2
Satisfied	257	185.2	71.8
Neutral	444	185.2	258.8
Dissatisfied	77	185.2	-108.2
Highly Dissatisfied	36	185.2	-149.2
Total	926		

Source: Primary Data

TABLE –2.1 RESULT

	CB POWERFUL DEVICE	REMARKS
Chi-Square	601.829 ^{a**}	Significant
df	4	
Asymp. Sig.	.000	

****1% level of significant ($P < 0.01$ i.e. Rejected)**

The above table observes that the collective bargaining powerful device from expected and expected frequencies TU employees in Kumbakonam Division. Since, the P -value 0.000 is less than 0.05 ($P < 0.01$), the indifference between observed and expected variables is ‘significant’. It is concluded that the there is a significant difference in the mean score of industrial peace and labour harmony between employees and employer in the study area.

CHI-SQUARE TEST – COLLECTIVE BARGAINING

Null Hypothesis (H_0): There is no significant difference in the mean score of the different opinion from employees about employer.

Alternative Hypothesis (H_0): There is a significant difference in the mean score of difference opinion from employees about employer.

TABLE – 3 COLLECTIVE BARGAINING-3

Statements	Observed N	Expected N	Residual
Highly Satisfied	111	185.2	-74.2
Satisfied	220	185.2	34.8
Neutral	501	185.2	315.8
Dissatisfied	56	185.2	-129.2
Highly Dissatisfied	38	185.2	-147.2
Total	926		

Source: Primary Data

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TABLE – 3.1 RESULT

	CB POWERFUL DEVICE	REMARKS
Chi-Square	781.894 ^{a**}	Significant
df	4	
Asymp. Sig.	.000	

****1% level of significant ($P < 0.01$ i.e. Rejected)**

The above table observes that the collective bargaining powerful device from expected and expected frequencies TU employees in Kumbakonam Division. Since, the P -value 0.000 is less than 0.05 ($P < 0.01$), the indifference between observed and expected variables is ‘significant’. It is concluded that the there is a significant difference in the mean score of difference opinion from employees about employer in the study area.

CHI-SQUARE TEST – COLLECTIVE BARGAINING

Null Hypothesis (H_0): There is no significant difference in the mean score of good faith and confidence on each management and employees.

Alternative Hypothesis (H_0): There is a significant difference in the mean score of good faith and confidence on each management and employees.

TABLE – 4 COLLECTIVE BARGAINING

Statements	Observed N	Expected N	Residual
Highly Satisfied	57	185.2	-128.2
Satisfied	358	185.2	172.8
Neutral	445	185.2	259.8
Dissatisfied	19	185.2	-166.2
Highly Dissatisfied	47	185.2	-138.2
Total	926		

Source: Primary Data

TABLE – 4.1 RESULT

	CB POWERFUL DEVICE	REMARKS
Chi-Square	866.700 ^{a**}	Significant
df	4	
Asymp. Sig.	.000	

****1% level of significant ($P < 0.01$ i.e. Rejected)**

The above table observes that the collective bargaining powerful device from expected and expected frequencies TU employees in Kumbakonam Division. Since, the P -value 0.000 is less than 0.05 ($P < 0.01$), the indifference between observed and expected variables is ‘significant’. It is concluded that the there is a significant difference in the mean score of good faith and confidence on each management and employees.in the study area.

CHI-SQUARE TEST – COLLECTIVE BARGAINING

Null Hypothesis (H₀): There is no significant difference in the mean score of strength and weakness of management in the study area.

Alternative Hypothesis (H₀): There is a significant difference in the mean score of strength and weakness of management in the study area.

TABLE – 5

COLLECTIVE BARGAINING POWERFUL DEVICE

Statements	Observed N	Expected N	Residual
Highly Satisfied	73	185.2	-112.2
Satisfied	278	185.2	92.8
Neutral	489	185.2	303.8
Dissatisfied	66	185.2	-119.2
Highly Dissatisfied	20	185.2	-165.2
Total	926		

Source: Primary Data

TABLE – 5.1

RESULT

	CB POWERFUL DEVICE	REMARKS
Chi-Square	836.905 ^{a**}	Significant
df	4	
Asymp. Sig.	.000	

****1% level of significant (P<0.01 i.e. Rejected)**

The above table observes that the collective bargaining powerful device from expected and expected frequencies TU employees in Kumbakonam Division. Since, the P-value 0.000 is less than 0.05 (P<0.01), the indifference between observed and expected variables is ‘significant’. It is concluded that there is a significant difference in the mean score of strength and weakness of management in the study area.

Conclusion

In numerable number of important conclusions can be drawn from the findings of this study which have collective bargaining of TNSTC employees towards occupation. The researcher should take the respondents gradually from various depots under Kumbakonam division. The union's demands should be carefully studied. Generally, the trade unions and the employers’ associations are registered and it is mandatory to be registered to conclude the collective agreements. The disputes from the application at workplace shall be handled between the employer and employee. It is concludes that the more reliable information given by TU members and modified study were applied and the result was ‘good’ in this study area.

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