

Problem and Prospect of Industrial Relation in Coal Industry with Special Reference to C.C.L, Coimbatore

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ABSTRACT

In a developing and work inexhaustible economy like India, mechanical relations have unique essentialness, especially out in the open part endeavors which assume a predominant part in the modern economy of India. This examination is pertinent in light of the fact that modern concordance now-a-days is considered as a pre-condition for supported financial advancement and development of an economy. The present investigation is done with the reason to investigate the modern connection issue in the coal business. The concentration of this paper is to break down the significance and difficulties of the mechanical connection out in the open segment undertaking. Accordingly, as a matter of first importance, I audit the pertinent writing to discover the effect of mechanical connection in a coal industry. The information was gathered mostly from optional sources. This paper proposes an expert approach on cutting edge IR hones and infers that solid mechanical connection in a venture creates demeanors which settle fair foundations.

Keywords: economic development, Industrial democracy, Industrial relation

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INTRODUCTION

Modern connection isn't just the administration worker connection and the union administration connection, yet it includes the connection with the state or the legislature too. Modern relations require going of certain work laws to ensure and advance the welfare of work and protect interests of the considerable number of gatherings against uncalled for means or practices. Mechanical relations include setting up hardware to take care of issues faced by administration and workers through common consent to which both these gatherings are bound [1]. This outcomes in restricting of the out of line works on being utilized by managers or exchange unions. Modern relations mean settling representative's issues through aggregate haggling, common collaboration and shared assent among the gatherings i.e., administration and worker's unions. Sound and organized modern relations prompt expanded proficiency and subsequently higher profitability and

income. This will result in monetary advancement of the economy [2].

Coal is the essential wellspring of vitality. Coal represents more than half of India's business vitality utilization and around 78% of household coal creation is devoted to control age. The stock of Coal in India is evaluated to be around 285.86 billion tons (as on April first, 2011), which constitute around 0.8% of the Global Coal saves, while it is creation commitment is around 7%. Coal mining can and provides a critical direct commitment to monetary improvement at a nearby level, especially in the poorer parts of the world [3]. Extensive scale mines are frequently the greatest wellspring of wage for rustic groups. Coal India Limited (CIL) – a Schedule Maharatna Public Sector Undertaking under Ministry of Coal, Government of India, is the single biggest coal creating organization on the planet and the biggest corporate business with roughly 3.8 lakh representatives,

contributing around 81% of the aggregate coal generation in India. CIL deliver non-coking coal and coking coal of different evaluations for assorted applications. It works 471 mines in 21 noteworthy coalfields crosswise over eight states in India (West Bengal, Jharkhand, Orissa, Madhya Pradesh, Maharashtra, Chhattisgarh, Uttar Pradesh and Assam) [4]. The Company is likewise embraced mining operations abroad and joint endeavors. The turnover for April to December 2012 was 48,398 crores. Coal

India Ltd. (CIL) has now 8 backups viz. Bharat Coking Coal Limited (BCCL), Central Coalfields Limited (CCL), Eastern Coalfields Limited (ECL), Western Coalfields Limited (WCL), South Eastern Coalfields Limited (SECL), Northern Coalfields Limited (NCL), Mahanadi Coalfields Limited (MCL) and Central Mine Planning and Design Institute Limited (CMPDIL). One of the major problem confronted by the coal companies is strike which can be remove through healthy IR practices (Table 1).

Table 1. Strikes and bandhs details of CIL.

	2005–2006	2006–2007	2007–2008	2008–2009	2009–2010	2010–2011	2011–2012
No. of strikes	5+1*	6+1*	22**	3+3*	Nil	2 +2*	1+1*
Mon days lost	176898	127703	23823	196707	Nil	246899	192383
Production lost (in tones)	193670	193423	95477	239983	Nil	510291	8,10,542

SIGNIFICANCE OF THE STUDY

Mechanical relations have turned out to be a standout amongst the most fragile and complex issues of present day modern culture. This is a result of the way that level of training among laborers has enhanced which has driven them more aware of their rights [5]. With developing wages, their way of life has changed and now, they see the administration from alternate point of view. Indeed, even a slight change in the arrangement of the administration may welcome work issue and the circumstance may end up plainly unstable [6]. Truth be told, Industrial connection has turned out to be extremely delicate issues which is should have been taken care of watchful. Modern advance is outlandish without collaboration of works and congruous connections. Consequently, it is in light of a legitimate concern for all to make and keep up great relations amongst representatives and businesses [7].

OBJECTIVES OF THE STUDY

1) To know the issue of modern connection out in the open area in India.

2) To examination the history, development and development of mechanical connection out in the open area.

3) To propose the measure for smooth working of IR in PSU [8].

RESEARCH METHODOLOGY

Accessible auxiliary information is widely utilized for the investigation. Diverse news articles, books and magazines were utilized. The required information for the present examination has been gathered from various sites too.

CONCEPT OF INDUSTRIAL RELATION

According to Casselman (1960) the term industrial relation referred to industry and industry means

"any beneficial action in which an individual is locked in" and 'connection' signifies "the relations that exist in the business between the business and his laborers". The Labor Dictionary characterizes IR as the relations amongst business and representatives in industry"

[9]. The Encyclopedia Britannica (1961) clarify that IR has been reached out to indicate the relations of the state with the businesses, laborers and their associations. The subject, in this manner, incorporates singular relations and joint discussion amongst managers and specialists at their work environment; aggregate relations amongst bosses and their associations and exchange unions; and the part played by the state in directing these relations." Singh (1968) has characterize it as "an arrangement of utilitarian reliance including authentic, monetary, social, mental, statistic, innovative, word related, political and lawful factors. As indicated by Kapoor (1968) depicts the idea of modern relations as creating and dynamic idea and does not restrict itself about to the complex of relations between the union and administration yet in addition allude to the general verb of relationship regularly getting between representatives a web substantially more mind boggling than the basic idea of work capital clash." To cite Yoder (1970), "IR portrays the connection amongst administrations and representatives or among representatives and their associations that describe or become out of business". Clegg (1970) has characterizes Industrial relations in the broadest terms as including the "standards overseeing the work, together with the courses in which the guidelines are made and changed and their elucidation and organization" [10].

FINDINGS

Modern relations are of incredible significance in mechanical life. These relations have extraordinary bearing on the monetary, social and political circles of our general public. In the event that in the association relations amongst work and administration are cheerful, there will be mechanical peace and interests of both the gatherings will be naturally shielded. In any case, associations where mechanical

relations are focused on, the affiliations need to confront parcel of issues. The air of such associations is constantly surcharged with modern turmoil driving either to strikes or lockouts. It is discovered that in CIL and auxiliaries there are settled bi-partite discussions comprising of the delegates of the Management and the 5 Central Trade Unions for connection and redressal of issues identified with the wages& benefit conditions, business, wellbeing, grievances and welfare, and so forth [11].

The following joint bipartite forums are operating at different levels:

- 1) JBCCI at CIL
- 2) Apex Jt. Consultative Committee
- 3) Safety Board/Safety Committee
- 4) Welfare Board/Welfare Committee
- 5) Joint Consultative Committee's
- 6) Industrial Relation Meetings
(Structural meetings with union) [12].

It is additionally discovered that in SCCL the administration has set down clear Industrial Relations Policy giving component to talk about the issues, with Recognized Union at Company and Area level and with Representative Status Union at Area level. By presenting changes, amicable Industrial Relations are being kept up through efficient co-operation between the work and the Management and aides in lessening costs, expanding the creation and profitability, enhancing nature of work and keeping up Industrial Peace and change in general personal satisfaction [13].

In C.C.L Coimbatore, endeavors have been made to keep up a tranquil and congruous Industrial Relations situation during the time 2011– 2012. The true exertion and approach were utilized as a part of taking care of and settling the laborers' debate and grievances. There were consistent bipartite gatherings held

with the agents of various exchange unions at unit, Area and Corporate level. Modern Relation Machinery (IRM) comprising of JCC at organization level, ACC at Area level and UCC at Unit level have dealt with significant aggregate bartering issues through discourses and this has made a considerable measure of altruism among the specialists.

Along these lines, the Organizations which overlook the significance of modern relations confront high cost of creation. Unfavorable impact on effectiveness, poor quality generation, carelessness in the execution of work, non-attendance among the specialists, high rate of work turn-over, and so on are the shades of malice that outcome from poor modern relations. Absence of sincerity in modern relations not just antagonistically influences the interests of the workers and businesses yet additionally make hurt distinctive segments of society. They are looked with parcel of troubles and issues. Since the administration has instituted countless, which give a defensive shield to the specialists, the subject of 'Mechanical Relation' is winding up progressively specialized step by step [14].

CONCLUSION

Open segment has come to accept the directing statures of the economy. It was imposing business model in railroads, correspondence and air transport; virtual restraining infrastructure in coal mining, control age and oil industry and so on. Open segment has assumed a huge part in the industrialization of the nation. Mechanical relations have turned out to be a standout amongst the most sensitive and complex issues of present day modern culture. Mechanical advance is inconceivable without collaboration of works and symphonious connections. India being a blended economy, both open segment and private segments exist. The legislature has moved its accentuation

every once in a while due to change in financial arrangement of the huge forces. Since modern congruity now-a-days, is considered as a precondition for supported financial improvement and development of an economy, endeavors have been made in all nations of the world to kill or limit clashes amongst work and administration. Sound mechanical connection in an undertaking creates dispositions which balance out equitable establishments. Actually, mechanical relations assume an exceptionally critical part in building up and keeping up modern majority rule government. Be that as it may, the strategies of setting up mechanical vote based system contrast from industry to industry and association to association in perspective of distinction of targets.

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