

CHAPTER - 5

SUMMARY AND CONCLUSION

In the modern work oriented society, labour plays an important role in the development of national economy. Labour is an integral part of industrial development. No longer the country afford to neglect the interest of a worker. The better we treat the workers the more we gain from them. Trade Union is an organisation aimed to protect the interest of the workers - it provides them a channel of expression, a sense of identification, security, addition to financial gain.

Members of the Union may be active or passive or may be loyal or may not be. But still workers wish to join the trade union to represent their grievances and to get the protection at the time of trouble. For an average employee grievances, economic motive, and security needs are pre-dominant than any other motives.

Scientific psychology has few specific ready made solution for the human problems in industry. The complexity of casual structure underlying human behaviour is so great, that accurate generalisation is difficult. This fact is true in relation to the problems of trade union too. Affiliation as such is a motivation which makes the organisation to bring them into common platform, either by painful stimulus or by a pleasure

stimulus. In the industrial society we can see both these situations enforcing the workers to unite each other and to be loyal to the organisation. This tendency is technically, called as trade union affiliation. In the present research Trade Union affiliation of workers belonging to (1) Indian National Trade Union Congress (INTUC) (2) All India Trade Union Congress (AITUC) (3) Hind Mazdoor Sabha (HMS) assessed on five different dimensions or syndromes viz (1) security, (2) economic well being (3) ideology (4) political beliefs (5) leadership. Further, eight motivation areas and fifteen personal needs of the workers is also studied.

OBJECTIVES of the present study were :

- 1) To determine the affiliation tendency of trade union members among the three different unions viz (a) All India Trade Union Congress (AITUC) (b) Indian National Trade Union Congress (INTUC) and (c) Hind Mazdoor Sabha (HMS).
- 2) To determine the trade union affiliation tendency of the workers of these unions with respect to affiliation syndromes or factors - union ideology, security, economic well being, leadership aspects and political beliefs.
- 3) To study the motivational aspect of the union members belonging to all the three type of unions. The motivational dimensions are adequate earning, comfortable working conditions, suitable type of job, work achievement,

opportunity to learn a job, job security, opportunity for promotion and competition.

- 4) To study the effect of nature of job (white collar and blue collar) on affiliation tendency among the workers of the three unions.
- 5) To study the interaction effect of type of union and nature of job on trade union affiliation of workers.
- 6) To study the interaction effect of type of union and nature of job on motivation of workers.
- 7) To study the interaction effect of type of union and nature of job on needs of the workers.
- 8) To predict trade affiliation on the basis of motivation and personal needs of the workers.

TOOLS USED in the study consists of :

- 1) Trade union affiliation questionnaire was used to measure the affiliation of trade union members. The tool assess the five affiliation syndromes viz. union ideology, security, economic well being, leadership aspects and political beliefs.
- 2) Worker's motivation scale was used to assess the motivation of the workers. The motivational areas are adequate earning, work achievement, opportunity for promotion, suitable type of job, comfortable working conditions, opportunity to learn a job, job security and competition.

- 3) Shortened form of EPPS (consisting of only 105 pairs of statements) was used to measure relative strength of personal needs.

STATISTICAL TECHNIQUES used for the analysis of data comprised of

- 1) Analysis of variance

The analysis of variance is a technique for dividing the variation observed in experimental data into different parts, each part assignable to a known source, cause or a factor. In its simplest form the analysis of variance is used to test the significance of the difference between the means of number of different samples.

In the present study, 2 x 3 factorial design was used. The data was arranged in a table containing two rows and three columns. The rows corresponds to the type of job, the column the unions. The type of job is of white collar employees and blue collar employees and the union is of AITUC, INTUC and HMS.

The mean differences were also calculated. Further to find out the difference between the groups, the Tukey's gap test was also calculated for each Anova table.

- 2) The stepwise multiple regression analysis was used to find out the predictive value of union affiliation from the variable studied.

The raw data was punched into IBM card and analysed the data with the help of IBM 360 computer in the M.S. University, Baroda.

SAMPLES consists of 120 blue collar and 120 white collar workers from each of the three different unions viz Indian National Trade Union Congress (INTUC), All India Trade Union Congress (AITUC) and Hind Mazdoor Sabha (HMS).

The results show that economic well being, security, political aspects and leadership syndromes of the trade union affiliation are significant in relation to unions and nature of job; whereas the ideological syndromes of trade union affiliation is significant at the interaction level of union and nature of job put together. Thus results indicated that trade union affiliation syndrome varies according to the type of union . In the same manner the variation of trade union affiliation syndrome is influenced by the nature of the job also.

The total score of all the six aspects of affiliation put together are found to be significant only at the level of nature of job.

In the area of motivational analysis the results show no significant effect at the union level except the motivation to 'learn a job'. Thus unionwise difference is found only on motivating factor i.e. motivation to learn a job; whereas the remaining seven motivating factors are not significant at the union level. Motivation for adequate earning, work

achievement, opportunity for promotion, suitable type of job, comfortable working condition, job security and competition are not at all being influenced by the type of union.

Nature of job is an influencing factor in motivational analysis. The motivation for adequate earning, work achievement, opportunity for promotion, suitable type of job, comfortable working condition, and feeling for job security are significantly influenced by the nature of job. Thus according to the results these white collar and blue collar employees differ from each other on motivational factors.

In case of interaction effect too, the motivation for work achievement, job security, and competition is significant, whereas the remaining motivations are not significant.

Regarding personal needs on most of the needs are not significant difference among the workers of unions. The needs are order, difference, exhibition, autonomy, intrareception, abasement, nurturance, change, endurance, and hetrosexuality. Other needs where differences exists are succorance, dominance, achievement, affiliation, dominance and aggression.

The blue collar and white collar employees differ significantly on needs for autonomy, affiliation, intrareception, succorance, dominance, abasement, nurturance and change.

The interaction effect of union and nature of job is significant on need for order and endurance while the remaining needs are

not influenced by the joint effect of union and nature of job.

The motivation for adequate earning is a common predictor of the trade union affiliation of INTUC and AITUC.

Need for affiliation is seen as a common predictor of trade union affiliation of HMS and AITUC union members. Job security is the common predictor of HMS and AITUC members.

The Summarised results are as follows:

1. The security syndrome of trade union affiliation denotes the security aspects of union members. The perception of I.N.T.U.C., A.I.T.U.C. and H.M.S members on security syndromes of union affiliation differ from each other according to the type of union they belong. The security syndrome of trade union affiliation of I.N.T.U.C members are better expressed than A.I.T.U.C. members. So also A.I.T.U.C. members are in better position than H.M.S. members and I.N.T.U.C. is better than H.M.S. members. The mean score of each union represents better than average position. Thus all the three union members are showing significant affiliation in terms of security syndromes.
2. The economic syndrome of trade union affiliation too differs significantly according to the type of union. The economic syndrome of trade union affiliation of

A.I.T.U.C. members is more pronounced than I.N.T.U.C. and H.M.S. union, whereas I.N.T.U.C. is comparatively better than H.M.S. members.

The mean score of A.I.T.U.C - I.N.T.U.C. and H.M.S. show better than average position indicating that all the three unions are showing more affiliation in terms of economic syndromes of trade union affiliation.

3. In terms of ideological syndrome of trade union affiliation all the three unions differ from each other, but A.I.T.U.C. members are more interested in promoting ideological syndrome than I.N.T.U.C and H.M.S. members.
4. It is also true in the political syndrome of trade union affiliation. The political syndrome of trade union affiliation between I.N.T.U.C. and A.I.T.U.C. is not very much significantly different. But A.I.T.U.C. and I.N.T.U.C. members differ from H.M.S. members.
5. The results indicate that, the means between A.I.T.U.C. and I.N.T.U.C. is not significantly different on leadership syndrome of trade union affiliation. Whereas there is difference between A.I.T.U.C. and H.M.S. and I.N.T.U.C. and H.M.S. members.
6. The white collar employees and blue collar employees differ in relation to the trade union affiliation.

White collar employees are more affiliated than blue collar employees. These results are contradictory to the conventional view that blue collar employees are more concerned with trade union than white collar workers. White collar employees express their affiliation better on syndromes like, security, economic ideological and political aspects than blue collar employees whereas blue collar employees show more concern for leadership syndrome than white collar employees.

7. The general trade union affiliation is not influenced by the interaction effect of union and nature of the job put together. In the same way the affiliation syndrome of security, economic, political and leadership aspects are not influenced by the interaction effect of union and nature of job put together.

The ideological syndrome of trade union affiliation is influenced by the interaction of union and nature of job. The A.I.T.U.C. members are more interested in promoting ideological aspects of union than INTUC members, similarly INTUC members are more interested than HMS members.

8. In motivational analysis unionwise influence is not seen in the present study. Motivation for adequate earning, work achievement, opportunity for promotion, suitable type of job, comfortable working condition, job security

and competition is not at all different among members of different unions. The AITUC members are more motivated to learn a job than INTUC and HMS members, whereas HMS union members are more motivated than INTUC members.

9. The nature of the job is an influencing factor in the motivation. The results show that the motivation for adequate earning, work achievement, opportunity for promotion, suitable type of job, comfortable working condition and job security is significantly different among white and blue collar workers. The blue collar employees are more motivated for adequate earning as compared to white collar employees. Their mean score difference is more than white collar employees. In case of work achievement white collar employees are more motivated than blue collar employees.

In case of opportunity for promotion, white collar employees are more motivated than blue collar, but in case of motivation for suitable type of job blue collar employees are more motivated than white collar employees. Similarly, white collar employees are more motivated in case of opportunity for promotion, and comfortable working conditions than blue collar employees. In case of job security too blue collar employees are more motivated than white collar employees. However, in case of

competition, white collar employees are more motivated than that of blue collar employees.

10. The joint influence of type of union and nature of job combined together affect the motivation for work achievement, job security and competition. The remaining motivational factors like adequate earning, work achievement comfortable working condition, opportunity for promotion, suitable type of job are not influenced by the 'joint effect'.

The A.I.T.U.C. union members motivation for work achievement is more pronounced than I.N.T.U.C. members. And H.M.S. members are better motivated in work achievement than both A.I.T.U.C. and I.N.T.U.C. members. Among the white collar employees different unions do not show any significant differences. Whereas the mean scores of the blue collar employees of different unions are significantly different. H.M.S blue collar employees are more motivated in work achievement than that of AITUC and INTUC blue collar employees.

11. As it is in the above case, job security and competition too is significant at the interaction levels. The H.M.S. members are more concerned with job security than AITUC and INTUC members. H.M.S. blue collar employees are more concerned with job security aspects than AITUC and INTUC blue collar employees; similarly the AITUC blue collar

employees are more concerned about job security than INTUC blue collar employees.

12. The AITUC members are relatively more competitive than INTUC members, whereas HMS members are more competitive than INTUC and AITUC members. The AITUC white collar employees are more competitive than INTUC and H.M.S. white collar employees.
13. The need for achievement, affiliation, succourance, dominance and aggression are significantly different among the workers of different unions; other needs like order, difference, exhibition, autonomy, intraception abasement, nurturance, change, endurance and hetrosexuality are not influenced by the type of the union. The AITUC members need for achievement, order, dominance, and aggression, is better expressed than the HMS union members; however the HMS members need for succorance is more than that of AITUC and INTUC members, similarly the need for aggression is better expressed among HMS members as compared to INTUC members.

The need for affiliation is more among A.I.T.U.C. members as compared to I.N.T.U.C. and H.M.S. members. There is no difference between the members of A.I.T.U.C. and I.N.T.U.C. in need pattern of achievement and order; so also the I.N.T.U.C. members are not differing in need for affiliation as compared with H.M.S. members. The I.N.T.U.C. union

members need for achievement, difference and dominance are more expressed than that of H.M.S. union. However, the need for succorance is higher than that of A.I.T.U.C. members as compared to I.N.T.U.C. and H.M.S.

14. The need for autonomy, affiliation, intraception, succorance, dominance, abasement, nurturance and change is varying between blue collar and white collar employees. The blue collar employees are more autonomous than white collar employees; in the same way the need for succorance, abasement and nurturance too, is more pronounced among blue collar employees than white collar employees. The white collar employees are more affiliated than the blue collar employees; the need for intraception, and dominance is highly pronounced among the white collar employees, who prefer change more than the blue collar employees.
15. The intraception influence of union and nature of job is seen only in need for 'order' and 'endurance'. The remaining needs to not vary with the effect of union and nature of job.
16. The variables like affiliation, opportunity for promotion, adequate earning, abasement, job security, order, and achievement are the best predictor of A.I.T.U.C. union affiliation.
17. The best predictor of I.N.T.U.C. trade union affiliation variables are job security, change, achievement, adequate earning, order and exhibition.

18. Suitable type of job, affiliation, autonomy, competition, exhibition and job security are best predictor variables of H.M.S. union affiliation.

By synthesising three stepwise multiple regression equation, related to three unions, the following conclusion can be drawn.

- (a) Motivation for adequate earning is a common predictor of the I.N.T.U.C. and A.I.T.U.C. union respectively.
- (b) Need for 'affiliation' is a common predictor variable of the H.M.S. and A.I.T.U.C. union affiliation.
- (c) Motivation for 'job security' is a common predictor variable of A.I.T.U.C. and the H.M.S. union affiliation.

SUGGESTION for the future study:

In view of the various limitations of the present study more comprehensive researches are needed to confirm the results obtained in the present study. A few suggestions in this regard will be useful.

- (1) Since projective tests are better tools for assessing motives than questionnaire, T.A.T. can be adopted to assess the trade union affiliation. T.A.T can reveal more in-depth of the affiliation syndromes of union members.
- (2) Presently, trade union affiliation syndromes were assessed in the five areas only. There are other

dimension of trade union affiliation, which will have more or less same type of influence on trade union affiliation, such areas should be identified and studied.

- (3) Research work on trade union affiliation in relation to work value will have some relevant importance in the organisational set-up.
- (4) Further statistical analysis like verimax rotation can also be applied for the data analysis.
- (5) Affiliation is a powerful motive. The influence of affiliation on production, strike and different aspects of industrial relation should be studied.