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Topic: TRADE UNION

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TRADE UNION

Trade unions are organizations formed by workers from related fields that work for the common interest of its members. They help workers in issues like fairness of pay, good working environment and etc.

Trade union organizations may be composed of individual workers, professionals, past workers or the unemployed.

A trade union is an organization of workers that have banded together to achieve common goals such as better working condition.

Trade union is an organization whose membership consists of workers and union leaders, and whose main purposes are to:

- 1. Negotiate wages and working condition terms**
- 2. Regulate relations between workers and the employer**
- 3. Take collective action to enforce the terms of collective bargaining**
- 4. Raise new demands on behalf of its members**
- 5. Help settle their grievance**

FUNCTIONS OF TRADE UNIONS

- 1. Functions relating to members**
- 2. Functions relating to organization**
- 3. Functions related to the union**
- 4. Functions relating to the society**

FUNCTIONS RELATING TO TRADE UNION MEMBERS

- 1. To protect workers from the unfair practices of the management.**
- 2. To ensure healthy, safe and conducive working condition and adequate conditions of work.**
- 3. To ensure a desirable standard to living by providing various types of social service.**
- 4. To remove the dissatisfaction and redress the grievances and complaints of workers.**
- 5. To make the workers conscious of their rights and duties.**
- 6. To raise the status of trade union members in the industrial organization and in the society.**

FUNCTIONS RELATING TO INDUSTRIAL ORGANIZATION

- 1. To help in maintenance of discipline.**
- 2. To create opportunities for worker's participation in management and to strengthen labour management cooperation.**
- 3. To help in the removal of dissatisfaction and redressal of grievances and complaints.**
- 4. To facilitate communication with the management.**
- 5. To impress upon the management the need to adopt reformative and not punitive, approach towards worker's faults.**
- 6. To create favourable opinion of the management towards trade union and improve their status in industrial organization.**

FUNCTIONS RELATING TO TRADE UNIONS ORGANIZATION

- 1. To train members to assume leadership position.**
- 2. To improve the network of communication between trade union and its members.**

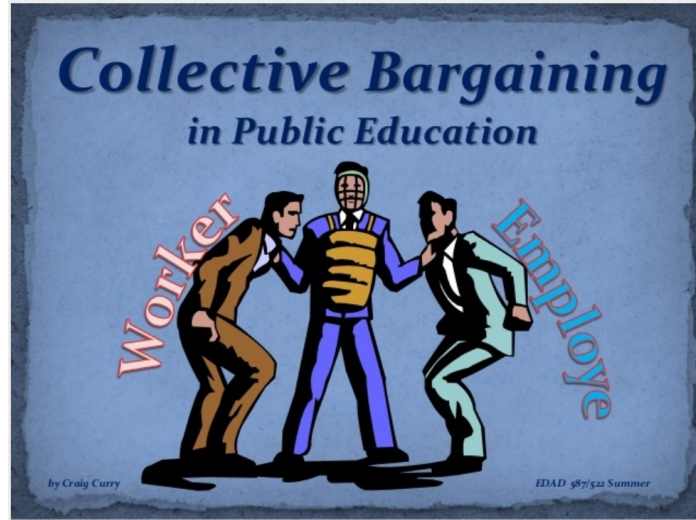
- 3. To eradicate casteism, regionalism and linguism within the trade union movements.**
- 4. To save the union organization from the exploitation.**
- 5. To prepare and maintain the necessary records.**
- 6. To manage the trade union organization on scientific lines.**

FUNCTIONS RELATING TO SOCIETY

- 1. To render all sorts of constructive cooperation in the formulation and implementation of plans and policies relating to national development.**
- 2. To participate in the development of programmes of national development.**
- 3. To create public opinion favourable to trade unions and thereby to raise their status.**
- 4. To exert pressure after realistically ascertaining its practical implications on the government to enact legislation conducive to the development of trade unions and their members.**

COLLECTIVE BARGAINING

The term collective bargaining is made up of two words, 'Collective'- which means a 'group action' through representation and 'Bargaining' means 'negotiating' which involves proposals and counter-proposals, offers and counter-offers.



This is a method of negotiation in which employees use authorized union representatives to assist them.

Collective Bargaining is a process of voluntary negotiation between employers and trade unions aimed at reaching agreements which regulate working conditions. Typical issues are covered like wage scale, working hours, training, health and safety, overtime, grievance mechanism and etc.

During this period worker's representatives approach the employer and attempt to negotiate a contract which both sides can agree with.

The final contract is called a collective bargaining agreement to reflect the fact that it is the result of a collective bargaining effort.

CHARACTERISTICS OF COLLECTIVE BARGAINING

- 1. It is a group process.**
- 2. Negotiations form.**
- 3. It is a political activity frequently undertaken by professional negotiators.**

4. Collective bargaining takes into account day to day changes, policies, potentialities, capacities and interests.
5. It is a flexible process and not fixed.
6. It is a complementary process
7. In this process there are always two parties involved.

IMPORTANCE OF COLLECTIVE BARGAINING

IMPORTANCE TO EMPLOYEES

1. It increases the strength of the workforce
2. It increases the morale and productivity of employees
3. It restricts the management for arbitrary action against the employees
4. It is the tool for motivation
5. It helps in securing a prompt and fair settlement of grievances

IMPORTANCE TO EMPLOYERS

1. It helps in settling and preventing industrial disputes
2. It is a channel of communication between the workers and management
3. It may be a tool to reduce the cost of labour turnover to management
4. It becomes easier to management to resolve issues at the bargaining level

IMPORTANCE TO SOCIETY

1. It leads to industrial peace in the country
2. The discrimination and exploitation of workers is constantly being checked

SUMMARY:

A trade union is an organization of workers that have banded together to achieve common goals such as better working conditions.