Chapter - V

Findings, Suggestion, and Conclusion

5.1. Introduction

The current study under the title, “Role of Labour Union in Protecting and Promoting of Labour Welfare in Manufacturing Sector in M.P. Region” was undertaken with a view to understand the various factors which influence the labour welfare in manufacturing sector. The data has been collected through questionnaire were classified, analyzed with the help of various statistical tools. The main findings evolved from the study are briefed in this chapter.

5.2 Finding of Study

A brief consolidation statements of labors and administrative are given below.

- Majority of 19% Strongly Disagree, 53% Disagree, 11% Neutral, 10% Agree and 7% Strongly Agree of Respondent that labor union helps labors to maintain good relation with employer. Thus role of labor union is not sufficient as cooperation in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to maintain relationship between labor and employer.

- Majority of 18% Strongly Disagree, 52% Disagree, 12% Neutral, 10% Agree and 8% Strongly Agree of Respondent that labor union develops sense of cooperation among labors toward each other. Thereby conclude that role of labor union is not sufficient as cooperation in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to develops sense of cooperation
among labors toward each other.

- **Majority of 19% Strongly Disagree, 53% Disagree, 11% Neutral, 12% Agree and 5% Strongly Agree of Respondent** that labor union motivates labors in case of hardship. So conclude that role of labor union is not sufficient as cooperation in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to motivates labors in case of hardship.

- **Majority of 22% Strongly Disagree, 45% Disagree, 9% Neutral, 15% Agree and 9% Strongly Agree of Respondent** that labour union counsels labours. Thus role of labour union is not sufficient as cooperation in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to counsels labours.

- **Majority of 25% Strongly Disagree, 47% Disagree, 8% Neutral, 13% Agree and 7% Strongly Agree of Respondent** that labor union conveys employer the labor suggestion and massage. Thus role of labor union is not sufficient as cooperation in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to conveys employer the labor suggestion and massage.

- **Majority of 22% Strongly Disagree, 45% Disagree, 10% Neutral, 14% Agree and 9% Strongly Agree of Respondent** that labor union support labor in case of fire wrongly from job. Thereby conclude that role of labor union is not sufficient as protection of labors Interest in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to support labor in case of fire wrongly from job.

- **Majority of 18% Strongly Disagree, 39% Disagree, 15% Neutral, 16% Agree and 12% Strongly Agree of Respondent** that labor union demands employer for the high bonus. So conclude that role of labor union is not sufficient as protection of labors Interest in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to demands employer for the high bonus.
Majority of 19% Strongly Disagree, 39% Disagree, 14% Neutral, 16% Agree and 12% Strongly Agree of Respondent that labor union demands additional economical benefit beside minimum wages. Thus role of labor union is not sufficient as protection of labors Interest in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to demands additional economical benefit beside minimum wages.

Majority of 19% Strongly Disagree, 30% Disagree, 4% Neutral, 27% Agree and 20% Strongly Agree of Respondent that labor union pressures employer for payment time to time, in case of delay payment by employer to labors. Thereby conclude that role of labor union is sufficient but not proper as protection of labors Interest in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to properly pressures employer for payment time to time, in case of delay payment by employer to labors.

Majority of 27% Strongly Disagree, 36% Disagree, 12% Neutral, 9% Agree and 16% Strongly Agree of Respondent that labor union protests employer for unfair fine. So role of labour union is not sufficient as protection of labors Interest in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to protests employer for unfair fine.

Majority of 12 Strongly Disagree, 22% Disagree, 7% Neutral, 38% Agree and21% Strongly Agree of Respondent that labor union forces employer to follow healthy safety and welfare facilities. Thus role of labor union is not sufficient as protection of labors Interest in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to forces employer to follow healthy safety and welfare facilities.

Majority of 22% Strongly Disagree, 54% Disagree, 12% Neutral, 8% Agree and 4% Strongly Agree of Respondent that labor union demands employer for increment in wages time to time. Thereby conclude that role of labor union is not sufficient as protection of labors Interest in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to demands
employer for increment in wages time to time.

- Majority of 22% Strongly Disagree, 45% Disagree, 8% Neutral, 16% Agree and 9% Strongly Agree of Respondent that labor union supports labors to settled dispute in side of company. Thus role of labor union is not sufficient as dispute solving in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to supports labors to settled dispute in side of company.

- Majority of 6% Strongly Disagree, 13% Disagree, 62% Neutral, 12% Agree and 7% Strongly Agree of Respondent that labor union advices labors to settle dispute through conciliation process. So conclude that role of labor union is not sufficient as Dispute solving in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to advices labors to settle dispute through conciliation process.

- Majority of 26% Strongly Disagree, 41% Disagree, 10% Neutral, 14% Agree and 9% Strongly Agree of Respondent that labor union supports labor in personal case. Thereby conclude that role of labor union is not sufficient as protection of labors Interest in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labour union is not being able to supports labor in personal case.

- Majority of 24% Strongly Disagree, 33% Disagree, 6% Neutral, 21% Agree and 16% Strongly Agree of Respondent that Labour union plays a vital role to settle dispute with one labor to another labor. Thus role of labor union is not sufficient as dispute solving in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to plays a vital role to settle dispute with one labor to another labor.

- Majority of5% Strongly Disagree, 10% Disagree, 6% Neutral, 35% Agree and 44% Strongly Agree of Respondent that Now fixed minimum pension 1000 for labor. This information has provided by labor unions. So conclude that role of labor union is sufficient as Labour awareness in manufacturing sector in M.P. region spicily Gwalior,
Bhind and Murena industry because labor union is being able to provide information recently changing in minimum pension 1000 for labor.

- Majority of 22% Strongly Disagree, 33% Disagree, 9% Neutral, 21% Agree and 15% Strongly Agree of Respondent that Recently Supreme Court has passed order under which fund deduction is depend on labor wish. This information has provided by labor unions. Thus conclude that role of labor union is not sufficient as Labour awareness in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to provide information recently Supreme Court has passed order under which fund deduction is depend on labor wish.

- Majority of 22% Strongly Disagree, 42% Disagree, 12% Neutral, 16% Agree and 8% Strongly Agree of Respondent that now gratuity limit has increased 350000 to 1000000. This information has provided by labor unions. Thereby conclude that role of labor union is not sufficient as Labour awareness in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to provide information recently changing in gratuity limit.

- Majority of 40% Strongly Disagree, 20% Disagree, 9% Neutral, 19% Agree and 12% Strongly Agree of Respondent that now maternity leaves have increased 180 day. This information has provided by labor unions. So conclude that role of labor union is not sufficient as Labour awareness in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to provide information recently changing maternity leaves have increased 180 day.

- Majority of 41% Strongly Disagree, 21% Disagree, 12% Neutral, 15% Agree and 11% Strongly Agree of Respondent that now labor can complain on line rather than going to labor inspector. This information has provided by labor union. Thus conclude that role of labor union is not sufficient as Labour awareness in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to provide information recently changing in complain process on line rather than going to labor inspector.
Majority of 19% Strongly Disagree, 43% Disagree, 9% Neutral, 16% Agree and 13% Strongly Agree of Respondent that Now government has increased employee link insurance 1.56 lakh to 3.60 lakh under EPF. This information has provided by labor union. Thereby conclude that role of labor union is not sufficient as Labour awareness in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to provide information recently changing in employee link insurance 1.56 lakh to 3.60 lakh under EPF.

Majority of 22% Strongly Disagree, 47% Disagree, 7% Neutral, 15% Agree and 9% Strongly Agree of Respondent that labor union demands employer the technical training for labors. Thus conclude that role of labor union is not sufficient as labor education in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to demands employer the technical training for labors.

Majority of 48% Strongly Disagree, 15% Disagree, 7% Neutral, 16% Agree and 14% Strongly Agree of Respondent that Labour union gives labors legal information which is given by labor law to labors. Thus conclude that role of labor union is not sufficient as labor education in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to provide labors legal information which is given by labor law to labors.

Majority of 30% Strongly Disagree, 38% Disagree, 4% Neutral, 17% Agree and 11% Strongly Agree of Respondent that labor unions arranges self training program for labour development. So conclude that role of labor union is not sufficient as labor education in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to provide arranges self training program for labor development.

Majority of 18 Strongly Disagree, 52% Disagree, 12% Neutral, 10% Agree and 8% Strongly Agree of Respondent that labor union demands employer for children education in case of death or accident of labor. So conclude that role of labor union is not sufficient as labor education in manufacturing sector in M.P. region spicily
Gwalior, Bhind and Murena industry because labor union is not being able to demands employer for children education in case of death or accident of labour.

- Majority of 53% Strongly Disagree, 52% Disagree, 5% Neutral, 5% Agree and 4% Strongly Agree of Respondent that Labour union demands employer for scholarship in case of high achievement in board exam by children of labor. Thereby conclude that role of labor union is not sufficient as labor education in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to demands employer for scholarship in case of high achievement in board exam by children of labor.

- Majority of 18% Strongly Disagree, 34% Disagree, 12% Neutral, 10% Agree and 8% Strongly Agree of Respondent that labor union rewards children of labor in case of high achievement in board exam. Thus conclude that role of labor union is not sufficient as labor education in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to rewards children of labor in case of high achievement in board exam.

- Majority of 25.4% labors agree that there is a library facility for labors in union office and 74.6% of respondents stated that there are no library facilities for labor in union office. So conclude that role of labor union is not sufficient as labor education in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to arrange for their education.

- Large majority of 57.7% labors agree that labor union is facing weak economical position, 12.9% of labors agree that labor union is facing multiple union formation, 11.7% of labor agree labor union is facing inter union rivalry 8.3% labors say that no recognition is big problem and 9.1% respondents says that problem is facing politicalisation of labor union. Thus conclude that labor union is facing weak economical position. So labor union is not being able to welfare economically labor due to weak economical position of labor union.

- Majority 19.7% of respondents agreed that, external leader protects labor interest,
10.6% of respondents says that there problem is solved by internal leader, 8% of respondent have no knowledge, 56.9% of respondents agreed that, interest is protected by both internal and 4.9% of respondents agreed that, there problem are no solved by both of them.

- Majority 84.4% of respondent reacted that they would like to solve disputes is solved by the labor court, 8.3% of disputes is solved by the conciliation officer and 7.7% of disputes is solved by the arbitration.

- Majority of 32% Strongly Disagree, 36% Disagree, 4% Neutral, 20% Agree and 8% Strongly Agree of Respondent that your labor union works as a link between administrative body and labor to develop mutual understanding and cooperation between two sides in your company. Thus conclude that role of labor union is not sufficient as coordinator between administrative body and labor in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to works as a link between administrative body and labor to develop mutual understanding and cooperation between two sides in your company.

- Majority of 22% Strongly Disagree, 36% Disagree, 8% Neutral, 26% Agree and 8% Strongly Agree of Respondent that company labor union helps administrative body to maintain discipline in your company. So conclude that role of labor union is not sufficient as coordinator between administrative body and labor in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to help administrative body to maintain discipline in company.

- Majority of 6% Strongly Disagree, 10% Disagree, 4% Neutral, 54% Agree and 26% Strongly Agree of Respondent that labor union helps administrative body in healthy and safety management of labor through awareness toward healthy and safety in labour. Thereby conclude that role of labor union is sufficient as coordinator between administrative body and labor in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is being able to help administrative body in healthy and safety management of labor through awareness toward healthy
and safety in labor.

- Majority of 22% Strongly Disagree, 44% Disagree, 6% Neutral, 18% Agree and 12% Strongly Agree of Respondent that company labor union develops sense of responsibility and loyalty among the labor through labor counseling. Thereby conclude that role of labor union is not sufficient as coordinator between administrative body and labor in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to develops sense of responsibility and loyalty among the labor through labor counseling.

- Majority of 22% Strongly Disagree, 50% Disagree, 4% Neutral, 16% Agree and 8% Strongly Agree of Respondent that company labor union leader helps administrative body to motivate labor for working in right direction. Thus conclude that role of labor union leader is not sufficient as coordinator between administrative body and labor in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union leader is not being able to help administrative body to motivate labor for working in right direction.

- Majority of 28% Strongly Disagree, 52% Disagree, 4% Neutral, 10% Agree and 6% Strongly Agree of Respondent that company's loss is labor' loss and company's profit is labour' profit, such a responsibility is developed by the trade union in the labor. Thereby conclude that role of labor union is not sufficient as coordinator between administrative body and labor in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to send massage that company's loss is labor’ loss and company’s profit is labor’ profit.

- Majority of 28% Strongly Disagree, 56% Disagree, 4% Neutral, 8% Agree and 4% Strongly Agree of Respondent that labor union leader uses labours for fulfill political purpose. So conclude that role of labor union is not sufficient as coordinator between administrative body and labor in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union leader uses labors for fulfill political purpose.
Majority of 32% Strongly Disagree, 50% Disagree, 4% Neutral, 8% Agree and 6% Strongly Agree of Respondent that labor union helps administrative body in removal of labors dissatisfaction and redressal of grievances and complaints. Thereby conclude that role of labor union is not sufficient as coordinator between administrative body and labor in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to help administrative body in removal of labors dissatisfaction and redressal of grievances and complaints.

Majority of 24% Strongly Disagree, 48% Disagree, 4% Neutral, 14% Agree and 10% Strongly Agree of Respondent that company labor union helps administrative body in increasing productivity of your company. Thus conclude that role of labor union is not sufficient as coordinator between administrative body and labor in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to help administrative body in increasing productivity of your company.

Majority of 22% Strongly Disagree, 44% Disagree, 24% Neutral, 6% Agree and 4% Strongly Agree of Respondent that company labor union suggests administrative body name of labor for training under the Center Board for Worker Education. Thereby conclude that role of educated leader is not sufficient in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to suggests administrative body name of labor for training under the Center Board for Worker Education.

Majority of 58% Strongly Disagree, 24% Disagree, 6% Neutral, 8% Agree and 4% Strongly Agree of Respondent that company labor union leader keeps knowledge of labour law. So conclude that role of educated leader is not sufficient in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union leader do not keep knowledge of labor law.

Majority of 60% Strongly Disagree, 26% Disagree, 4% Neutral, 6% Agree and 4% Strongly Agree of Respondent that company’s leader keeps knowledge of market challenge, which is faced by company. Thus conclude that role of educated leader is
not sufficient in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union leader do not keep knowledge of market challenge, which is faced by company.

- Majority of 62% Strongly Disagree, 24% Disagree, 4% Neutral, 6% Agree and 4% Strongly Agree of Respondent that union leader keeps knowledge up date regarding change in labor law. Thus conclude that role of educated leader is not sufficient in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union leader do not keep knowledge up date regarding change in labor law.

- Majority of 26% Strongly Disagree, 34% Disagree, 10% Neutral, 18% Agree and 12% Strongly Agree of Respondent that labor unions inspire labor for learning new things. Thereby conclude that role of educated leader is not sufficient in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to inspire labor for learning new things.

- Majority of 28% Strongly Disagree, 42% Disagree, 5% Neutral, 15% Agree and 10% Strongly Agree of Respondent that when a problem arises in your company, is it discussed openly and tried to solve rather than going to labor court by the labor union. So conclude that role of labor union as maintain peace in working place is not sufficient in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because union is not being tried to solve problem.

- Majority of 42% Strongly Disagree, 34% Disagree, 4% Neutral, 12% Agree and 8% Strongly Agree of Respondent that company labor union supports administrative body to settle dispute peacefully between labors and administrative body. Thus conclude that role of labor union as maintain peace in working place is not sufficient in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to supports administrative body to settle dispute peacefully between labors and administrative body.

- Majority of 32% Strongly Disagree, 48% Disagree, 6% Neutral, 8% Agree and 6%
Strongly Agree of Respondent that labor union helps management body to maintain industrial peace in working place. So conclude that role of labor union as maintain peace in working place is not sufficient in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to help management body to maintain industrial peace in working place.

- Majority of 46% Strongly Disagree, 38% Disagree, 4% Neutral, 8% Agree and 4% Strongly Agree of Respondent that labor unions protest peace fully in working place. Thereby conclude that role of labor union as maintain peace in working place is not sufficient in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to protest peace fully in working place.

- Majority of 44% Strongly Disagree, 36% Disagree, 4% Neutral, 10% Agree and 6% Strongly Agree of Respondent that labor unions control labor to stop violence in case of accident in working place. Thus conclude that role of labor union as maintain peace in working place is not sufficient in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry because labor union is not being able to control labor to stop violence in case of accident in working place.

- 24% of respondents yes that, labor union contracts or agreement with administrative body for increase production and high wages. 50% of respondents no, and 26% of respondents can't say. Thus conclude that there is no existence of collective bargaining in manufacturing sector in M.P. region spicily Gwalior, Bhind and Murena industry for increase production and high wages. Labor union is not being able to increase production and high wages due to lack of collective bargaining.

- 16% of respondents agreed that, labor union no stop work during strike, 74% of respondents agreed that, labor union stop work and 10% of respondents says labor union carry some work. Thus conclude that labor union stop work during strike.

- 32% of respondents are agree that labor union play a vital role to settle dispute, 64% respondents are no agree and 4% respondents can't say. So conclude that labor union is not being able to play a vital role to settle dispute.
5.3 Suggestion of study

On the basis, of the findings of the present study, the following are the suggestions made for the labor unions and administrative.

- Labors generally join labor unions to protect economic interest so, labor unions has major responsibility to protect labor economic interest at working place.

- Labors union should focus on labor education. Labour unions should give knowledge labors regarding labour law. Various labor laws are changed by government periodically. Labour union should provide information labor regarding labor welfare policy which is formulated by government for betterment of labors.

- Labor’s aware is responsibility of labor union. Generally, labors are illiterate or less educated. They do not know which rights government gives. Labour unions are duty to aware labors for their right. Labors union should back up labors for legally demand.

- The labors unions should make strong its economic position through subscription fees. Labors unions should find out the sources of funding for their unions because, lot of extra mural and welfare activities are depend on fund.

- Unions leaders should not use labors for their political purpose. Generally union leader joins union for fulfill political purpose so, union leaders should not use for their political.

- Federation union leaders are generally well educated but plant level labour union leader less educated. Plant union leaders do not knowledge of labour law. They should keep and update their labour law knowledge.

- Labor union should maintain relationship between labor and employer. So that conductive environment can be maintain in working place.

- Labour union should develop sense of cooperation among labors toward each other.
So that mutual understanding can be among labors..

- Labor union should motivate labors in case of hardship. So that they can inspire against exploitation.
- Labor union should counsel labors.
- Labor union should convey employer the labor suggestion and massage. So that attachment feeling can be maintain with company.
- Labour union should support labor in case of fire wrongly from job. Because standing orders act gives right labor in case of wrongly from job.
- Labor union should demands employer for the bonus. Because bonus is right of labor which is given by payment of bonus act.
- Labor union should demands additional economical benefit beside minimum wages. So that economical condition can be stringed of labor.
- Labour union should pressures employer for payment time to time, in case of delay payment by employer to labors. Because payment of wages acts gives right labours payment time to time.
- Labor union should protests employer for unfair fine. Because payment of wages act gives right labor against unfair fine by employer.
- Labour union should demand employer for increment in wages time to time. So that labor’s position can be strong in society.
- Labor union should supports labors to settled dispute in side of company. So that mutual understanding between labor and employer can be maintain in working place.
- Labour should settle dispute through conciliation process. Because conciliation process helps employer and labor to maintain industrial peace.
- Labour union is not being able to supports labor in personal case. So that labour can be feel alone in case of hardship.
-list of bullet points:

- Labor union should aware labor. So that labor could get information recently changing in gratuity limit, changing maternity leaves have increased 180 day, changing in complain process on line rather than going to labor inspector, recently changing in employee link insurance 1.56 lakh to 3.60 lakh under EPF.

- Labour union should inform legal information which is given by labour law to labours. So that they can aware for their right.

- Labor union should demand employer for children education in case of death or accident of labor.

- Labor union should demand employer for scholarship in case of high achievement in board exam by children labors.

- Labour union should rewards children of labor in case of high achievement in board exam.

- Labor union should make strong economical position. So that welfare activities can carry out by labor union.

- Labor union should develop sense of responsibility and loyalty among the labor through labor counseling.

- Labor union leader should not uses labors for fulfill political purpose.

- Labor union should help administrative body in removal of labors dissatisfaction and redressal of grievances and complaints.

- Labor union leader should do keep knowledge of labor law.

- Labor union leader should keep knowledge up date regarding change in labor law.

- Labour unions should initiate to settle dispute between labors and administrative at working place so that, working environment can be maintain at working place.

- Outside leader generally well educated and protect labor’s right strongly. They can
bargain strongly with employer. However, they do not knowledge of plant level problem at working place. Outside leader generally have political approach. Outside leader should not pressure and to keep positive attitude towards employer during bargaining in plant.

- Usually productions are stoop by labors during strike. Union leaders should guide labors in right direction. Constructive attitude should be reflected by union labors leader during demand or strike.

- Healthy, safety and welfare are major aspect of labors. To care all aspect is responsibility of labour union. To emphasis on employer for remain healthy and safeties working at working place are major restorability of labour unions.

- Labor union should inspire labor for learning new things.

- Labor union should bargain with employer to increase production and high wages.

- Labor union should not stop work during strike like Japan.

### 5.4 Implications of the Study

- This research study is to be useful for employer, labors, trade unions and government to understand the role of labour unions in manufacturing sector and to recognize the key factor of labour unions, which affect the labour welfare.

- Researcher, find out that employer is exploiting labors. Employer without prior notice is terminating Labors in labour union presence. Union is unable to protect labour right strongly.

- Utility of this research study is many sense. Unions are failing to aware the labour for their right. Unions are not being to guide labors in right direction. Unions are not update knowledge according any changing in labour legislation by government.

- This research study reflects present labour unions position in these areas. There is
hardly any existence of labour unions in manufacturing plant. There are few plant, where is existence of labour unions. Administrative of plant never give labors chance to make union in plant. Administrative have tootle negative view regarding labour unions.

- This research study focus to understand, how to affect intra unions rivalry in plant. How to be affected adversely labour welfare due to intra unions’ rivalry in plant. Administrative and labors both are confuse due to rivalry among unions. Administrative is unable to understand, how to bargain with unions. Other side labors are confuse to apart of labour unions. Therefore, labour unions are losing Bargaining power day to day in plant. Bargaining strength of labour unions is not in existence in these areas.

- This study finds out present position of labour unions in Madhya Pradesh. Credibility of labour unions are going down among labors and administrative day to day in these region. Labour unions can understand and to make necessary changes in existing working stile to develop credibility among lab ours and administrative.

- The findings of the research study help the manager to understand role of labour union in dispute settlement in current scenario. Manager will also able to understand positive and negative aspect of labour unions.

5.5 Limitations of the Research

Limitations are obvious in research study. Any research study cannot be perfect or complete itself. Every study has to suffer from limitation. Similarly, the study conducted by the researcher in the Gwalior Morena and Bhind region. The limitations of the research study are due to its courses of operation.

- The limitation is, the data, which collected from Gwalior Morena and Bhind region, the data may be collected from wider region.
The researcher used convenience sampling for research. The result may deferent or vary if sampling is randomly.

The limitation is, the data, which is collected by respondent, is survey method and through self-reported, therefore subject to bias.

The information has given by the respondent may be overestimate or underestimate therefore are probability of biased information.

Statistically advanced tools used for data analysis which may give us vary or different result.

The strength or sample size of respondent is also limited. About 400 respondents collected data, if sample size is large, the result probably would be more accurate.

Labors and administrative have different perception by nature. It is a Psychological phenomenon therefore, response gathered varies.

This study confined to the labour, administrative and labour unions. Labour perception toward labour unions, administrative perception toward labour unions and also labour unions perception toward administrative, and the factors affecting each other. This limitation is base or opportunity for courses of further research. There may be other variable, which may influence labour welfare by the labour unions.

5.6 Directions for Further Research

Any research cannot be complete. Every research has some limitation, which make base for further research. Further can be researched on “Role of Labour Union in Protecting and Promoting of Labour Welfare in Manufacturing Sector in M.P. Region.” Researcher for further research has recommended some direction.

Further research can be conducted at the other industrial area of Madhya Pradesh and national level. Number of respondent can be increased.
Recently labour inspector interfere in industry has been minimize by Madhya Pradesh government. Further studies also can be done on role of labour union in labour welfare after minimize rights of labour inspector.

Recently central and Madhya Pradesh government have changed labour legislation. Further research can be conducted on labour union after changing in labour legislation.

Researcher took limited number of factors and variables. Other researcher may include more variables for further research.

5.7 Conclusion

Labour unions are not new phenomenon in India. It is remain subject of finding facts after globalization. National level union is 11 at central level federation in India. In the following year's new central government and state government has change industrial policy. Central government is minimizing outside influence in industry. Both central and state government is minimizing labour inspector influence in industry. Therefore, labour union has responsibility to protect labour rights on its solders due to minimize outside influence. Both the government and labors union are taking efforts to lift level of labors.

It is concluded from the analysis of respondent that pocket unions are active in industry, which work for employer in current scenario. Majority of the respondents was not satisfied with labour unions. Usually labors are not awaking by labour unions for their rights. Unions leader do not update their knowledge. Usually pocket union is founded in manufacturing sector. These pocket union leader works for employer. These leaders are less educated then federation leaders.

The main purpose of this study is to found out factors that affect labour welfare by labour unions. Various activities, which effect labour welfare after analysis. These activities are protection labour interest, cooperation, labour awareness, peaceful
activities, labour education, dispute solving approach, coordination and educate leader, etc.

Labour point of view labour unions are fail to aware labour for labour right which is given to labors by the labour legislation. Labors are unfamiliar with many changing in labour legislation periodically.

Unions do not demand training with employer for labors. Union are fail to settle dispute between labour and administrative. As for as bonus concern, labors are not getting bonus. Union’s financial conditions are very poor, so unions are unable to help labour economical in case of illness, accident and death. Union does not use conciliation process for solving dispute between employer and labors. Unions fail to protect economic interest of labour such as no periodically payment by employer, no additional financial benefit besides minimum wages, no financial assistance in case of labour death, illness, and accident, no proper increment in salary, and no demand for enough bonuses. As for as awareness concern, labour unions are fail to provide knowledge them regarding their rights, which given by government.

Administrative point of view labour unions do not work as link between labors and employers. Unions do not settle dispute between labors and employers in side of industry. There is no influence of labour unions on labour to maintain discipline in industry. Union’s leaders do not keep management knowledge and marketing challenge which is face by administrative. Labour unions generally protest when any change by administrative for company benefit. Plant level union leaders are less educated then federation leaders. Labour unions are not position contract with employers, so there is hardly any existence of collective bargaining in these areas. Generally is finding that labour unions stop production during strike, which is not good for labors and company. Labour union generally create feeling of attachment in labour with employer, in case of company is facing loss. Employer thinks that union leaders use labour for political purpose. Union’s leaders try to create political atmosphere in industry.

The result shows that the labour unions are not protecting labour right properly. This
study helps the government, employer and labour unions to understand role of labour unions in current contest. Unions can understand areas where require to work. Labour unions should also understand the pulse of labors. Traditional working practice should have changed by labour unions.