ABSTRACT

The thesis entitled "Collective Bargaining in Steel Industry of India - with reference to Rourkela Steel Plant" is an attempt to make an exhaustive study of working of collective bargaining in Rourkela Steel Plant, a unit of Steel Authority of India Ltd. (SAIL). Steel Industry in India is the most organised one and pioneer in introducing collective bargaining both at the plant and industry level as a method of determination of wages and other terms and conditions of employment. The study is based on the analysis of informations from both secondary and primary sources. To put it in proper form, the thesis has been divided into nine chapters.

Chapter - I deals with introduction, literature overview, the objectives of the study, methodology used in collection of data and analysis and interpretation of data.

Chapter - II deals with "Collective Bargaining - a Theoretical Frame work", in which the concept, approaches, objectives, theories and factors affecting successful bargaining have been discussed in detail.

The origin, growth and development of collective bargaining in India, U.K., U.S.A. and other developed countries have been discussed in Chapter - III, "History and Development of Collective Bargaining".
Chapter - IV is devoted to the "Growth and Development of Rourkela Steel Plant" in terms of investment, manpower, personnel policy, profits, production, target fulfilment, capacity utilisation, labour productivity, absenteeism, overtime and welfare measures to the employees. It was found that productivity declined and capacity utilisation did not improve, but the average earnings of employees registered an increase.

Chapter - V discusses "Industrial Relations in Rourkela Steel Plant". The history of trade unionism in Rourkela Steel Plant, labour troubles and its settlement and Workers' Participation in management have been discussed in this chapter.

Chapter - VI, "Collective Bargaining in Rourkela Steel Plant" discusses the method of wage determination in steel industry through collective bargaining. It was revealed that the gains to the employees through bargaining is more than any other methods of wage determination used before. But the management did not gain anything from collective bargaining. The number of agreements executed in Rourkela Steel Plant and its nature are also discussed in this chapter.

Chapter - VII deals with "Collective Bargaining in Rourkela Steel Plant - as a method of determination of terms and conditions of employment". 
The opinions of management personnel, trade union officials and workers have been discussed in Chapter - VIII. Their views were elicited on organisational climate, objectives and scope of bargaining in Rourkela Steel Plant. Their views were also ascertained on collective bargaining in the plant. The relationship between workers' desire to bargain and variables like education, experience, skill, income, aspiration for promotion, interest in the job, satisfaction with supervisory behaviour and co-workers relationship were also examined in this chapter.

Chapter - IX, deals with the overall findings of the study and the suggestions to make bargaining more effective in the plant.