PREFACE

In the fast changing and competitive world of work today, the survival and growth of organizations certainly depend on managers’ human resource practices. The potential returns from effective human resources practices can surpass the returns from other management functions. People at work indeed constitute the greatest asset of an organization and the managers are responsible to capitalize on this asset and to utilize it to the utmost of its capacity. Managers are expected to strive hard for having the right type of people in the right place at the right time, willing and able to work effectively and at a cost that organization can afford. In order to be successful in this task, systematic knowledge of human resource management is essentially the pre-requisite.

In the present context of the changing scenario in the world of work, the real challenge lies in enhancing the flexibility and reducing the causes which make people resist rather than accept change. Obviously, strong efforts must be devoted to managing personnel in the Human Resource Development way – that is precisely the positive, constructive, developmental approach to handle human resources. This approach essentially calls for a real change in the mind set of people at work, in the way they look at the globe, they look at the technology, they look at team work, co-operation and search for mutuality of interests have indeed become the centre of attention as far as human resource practitioners are concerned at present.

One of the very important aspects of management is human resource management. The HRM is a study of procuring, developing and maintaining
human resources and its judicious utilization with a view to creating harmonious industrial relations amongst employers and employees. Efficient management of every business enterprise is largely dependent on efficient utilization of its human resources. One of the important aspects of HRM is industrial relations. The term IR refers to be one of the most important in this management era.

Engineering industry is of prime importance for economic development of any subcontinent because economic conditions of a nation are improved by the engineering industry. Industrialization of subcontinent is increasing and no in-depth studies are carried out particularly on Industrial Relations related aspects in engineering units in the state of Gujarat.

Therefore, it has became essential to undertake unambiguous and exhaustive study of Industrial Relations in engineering industry to encourage engineering players to increase production or develop congenial relations amongst the employers and employees. Therefore, engineering units of Ahmedabad and Anand districts have been selected for the purpose of the study.

The study has been divided in to seven chapters. Each of the chapter has been devoted to some aspects of the study entitled “The Industrial Relations Practices in Selected Industrial Units of Ahmedabad and Anand Districts”

Chapter one focuses on conceptual frame work of human resources management which includes meaning, importance, process, and need for human resource policies as well as functional areas of human resource
management. At the end of the chapter the role of a human resource development manager is discussed in detail. Chapter two provides broad understanding of industrial relations which cover grievance functioning, industrial disputes, collective bargaining, trade unionism, workers participation in management and legislative mechanism to resolve industrial disputes. Chapter three deals with Literature Review which refers to the various research studies carried out in the various parts of our country. Extensive research studies have been carried out on these aspects in India as well as foreign countries. Literature Reviews are taken as base for determining objectives of the study, hypothesis, questionnaire, analysis of the data and support for some of the findings of the study. Chapter four emphasizes the important aspects of research methodology like…. Rationale of the Study, Selection of Samples, Objectives of the Research Study, Hypothesis, Sources of Data, Research Instruments, Sampling Plan, Significance of the study and Limitations of the study. Chapter five highlights the prevailing practices of industrial relations in selected units of Ahmedabad and Anand districts. Attempts are made to highlight various aspects of engineering industry like profile, conceptual background, problems faced by engineering industry and industrial relations strategies and policies. Chapter six contains the compilation of data from the employees, employers and trade union leaders of engineering industries selected for this research. The data was analyzed with the help of SPSS and EXCEL statistical routines, Frequency, ANOVA, Mean, Percentages and Weighted Averages which includes the variable. Chapter Seven summarizes the findings of the study. After analyzing the data with appropriate tools, inferences and observations were made which are incorporated in the above mentioned chapter.
The study has academic significance and relevance and will act as a magnum opus on the subject for further research and development as far as Ahmedabad and Anand Districts are concerned. The study is expected to help various parties i.e. Employers, Employees, Trade Union Leaders, Government, Other Professional and Technical Staff, Executives, Careerists, Personnel Managers, Labour Welfare Officers, Public Administrators, etc. in decision making process at their organization. It would also be found useful for those who desire to become executives and who are interested in “How to get and keep good people working for them;” and for those who are to be managed and who would want “to know how they should and will be treated by their bosses.”

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