Objectives:

I have taken up the present study entitled 'A Study of Labour Relations In U.P. State Public Sector Undertakings with Special Reference To UPTRON' for Ph.D. in Commerce. The study fulfils two main objectives. In the first instance, it explodes the myth of 'Management of Labour' for the growth of Capital in 'free economies' on the one hand, and in 'Socialist economies' the myth of 'labour entrepreneurship'. The study reveals that the myths have never become facts. The question of distributive justice has never figured prominently in 'free economies' of the West. Likewise, 'Labourers' have not at all assumed the place of entrepreneurs in 'Socialist economies'. In-steal, the workers lost initiative and emotive drive in the Communist countries.

The second objective of the study is to prepare a solid ground for ideal labour relations, specially in India, in the light of experience of other advanced countries.
Panorama of The Study:

The study unfolds the cumulative effects of poor labour relations, manifesting themselves in the form of limits and constraint on 'growth' which tend to become cyclically sluggish and ultimately receding and slumping down to the rock bottom level. The recurrent nature of cyclical fluctuations have been explained in all forms and terms, except in terms of loss of wage income and 'Value added'.

Today's Japan prove the pundits of 'labour relations' of the West utterly wrong in conceptions and practice. Japan's industrial growth and economic performance is phenomenal particularly due to extremely homely environment for industrial workers. The Japanese model also proves wrong the 'fabian economists' and advocates of 'socialism' in-as-much as the results of industrial performance under state ownership are dismal. The Indian experience with public enterprises, types of labour laws, dealings of management with workers, in spite of definite political commitment, social support, trade unions' political leverage, has not been very happy. There has been high incidence of strikes, lock-outs, lay-offs and, finally,
high rate of industrial sickness. If not for any other reason, it did happen due to lack of appropriate attitude of both the workers and management, viz., poor labour relations.

The hypothesis has been verified by the Research Scholar in the present study, 'A Study of Labour Relation In U.P. State Public Sector Undertakings With Special Reference To UPTRON'.

The study has been divided into five chapters. The first chapter examines the existing literature and the policy of the State given in Plan documents (Five Year Plans).

The second chapter takes into account the political social and economic factors in U.K., U.S.A., Germany, Japan and India to find out the measures which can really strengthen the labour relations.

The third chapter specially deals with contemporary labour problems in Uttar Pradesh public enterprises. The existing labour laws, the dispute settlement machinery, besides the role of trade unions, have also been critically examined.
Further, an in-depth study of UPTRON has been presented as a case analysis of labour relations.

All the findings with suitable suggestions have been summed up in the Fifth Chapter.

The study has been arranged logically. Inferences are drawn on the basis of both qualitative and quantitative norms of application in analytical research studies. It has been the endeavour of the Research Scholar to use reliable statistical information gathered from primary and secondary sources.

New Dimension:

The Research Scholar's efforts would be well-rewarded if the present work is taken as a base for further researches in still more vital area, 'Management of Labour Productivity and Labour Relations'.

One Word:

Nevertheless, the Research Scholar stands fully accountable and discredited for deficiencies or shortcomings, if any. Every credit of the study for objectivity, accuracy, authenticity, sound and logical presentation goes to the Research Supervisor, Dr. Masood Ali Mirza.

However, no care is sufficient to ensure meticulous typing - the Research Scholar's apology for typing errors, if any.