The present study was undertaken by the author as a Research Fellow at the department of Commerce, Burdwan University during 1970-74, April. The dissertation seeks to explore the nature and constituent elements of 'Industrial Relations in Coal Mining Industry in India since 1947-72'. Examined in the context of All-India background, the phenomena of industrial relations in Coal Mining industry have been particularly inquired with special reference to the state of West Bengal where field work has been conducted to collect relevant data. While analysing the contemporary research development on the subject special emphasis has been given on an empirical approach to the problem. The major constituent elements of industrial relations in Indian Coal mines have been identified and examined from Chapter II to Chapter IX.

The important findings of the study have been analysed and commented on in Chapter VIII and Chapter IX where the impact of the specific nature of industrial relations in the industry during the period under reference are specially examined. In Chapter VIII, as a core factor implications of labour commitment as manifested in absenteeism and its impact on productivity have been analysed. Chapter IX presents a critical evaluation of the nature of job satisfaction of coal miners as a final sequel to the entire study. The last Chapter attempts to highlight the prospective industrial relations system in the industry in the light of workers' and managements' attitudes towards the present state of industrial relations.
The illiteracy and appalling poverty of Indian coal miners have exposed them to both management and union exploitation in so far as wages and welfare benefits are concerned. Consequently, hardened attitude of Coal miners towards the imperative need of a rational outlook conducive to the growth of a harmonised industrial relations is found to be a major constraint. And so attempt has been made to probe the attitudinal and behavioural aspects of labour relations as manifested in violent labour behaviour.

As regards research methodology, Sampling was done by resorting to lottery method, one of the most practical and simple methods used for such purpose. Accordingly, for each colliery in West Bengal a separate piece of paper was used to note its name and place. And detailed names etc. of 169 collieries were taken from the Coal Directory of India, 1969. So names of 169 collieries were written in 169 pieces of papers in which, special care was laid on the size and weight of such pieces of paper and thus biasness was not given any ground to crop up. These papers were rolled on and kept in a big pot and were thrown in a crystallised clear ground. Thus, 17 pieces of papers (i.e. 10% of the total population) were taken as sampling design according to which these collieries were surveyed. Accordingly, the following 17 collieries in West Bengal were surveyed:

Before starting actual survey work pilot survey was carried on in order to facilitate to chalk out detailed Questionnaires to be administered to workers, union official and management people. And thus, separate Questionnaires for these three categories of respondents were prepared, and actual field survey work began in early 1970 and ended in 1972. Total 390 workers in the collieries were interviewed who were selected from Attendance Register taking one for every 10, 20, 50, 100 depending on the strength of the workers in the respective collieries in which survey was conducted. And 50 managerial persons and 80 plant level trade union leaders were interviewed to elicit necessary information.

While carrying on his research work the author visited important libraries in Calcutta, Jamshedpur, Ranchi and Delhi. The author is particularly grateful to the authorities of National Library in Calcutta, and to Shri Ram Centre for Industrial Relations in Delhi where library work was most fruitful.

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At the end, a select bibliography has been inserted to reflect the contemporary literature on the subject and also the thought-pattern of the author.

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