Trade Unionism is the result of the growth of modern industrial establishments involving the employment of a large number of workers in conditions which make them helpless in bargaining individually for their terms of contract. In the advanced countries of the world, industrialization has always been associated at some stage or the other, with the development of some type of organized labour activities. In the under-developed countries which have experienced some amount of organized economic activity in the modern sense, labour movement, in some form or other has already made its appearance.

A scientific study of the nature and growth of trade unionism and the functions as well as the role of trade unions in any country cannot be neglected save at the cost of grave mistakes arising out of a wrong policy towards it. In a developing economy or a country aspiring for economic development, a systematic study of trade unionism is all the more important for in such a country it is highly essential to examine scientifically the existing and potential forms of human institutions so as to discover their impact upon the economic growth of the community which, in turn, requires a thorough understanding of the institutions themselves starting from their origin to the functions, possibilities and the laws of growth.

Further, a scientific study of trade unionism is also useful to the trade unionists themselves. Systematic knowledge about a phenomenon is not only helpful for the advancement of knowledge in general, from a more practical point of view, this also has great utility since thereby the people who have to deal with it will be able to perform their task in a more
efficient and systematic way. As such a scientific study of trade unionism can go a long way in helping the trade unionists in a country to build up their organizations on a sounder basis.

The researcher is working with Bank of Maharashtra, a public sector nationalised bank, as Senior Manager and has put in more than twenty five years of service in different postings, assignments and worked in different areas including the rural, semi urban and urban ones. During all these years the researcher has been interacting with the employees in different cadres and grades and also with their unions and leaders and keenly observing the behaviour of the staff and the functioning of their unions and leaders on one hand and the management responses on the other. The researcher during his posting at Regional Office, Akola had more opportunities to take in depth view on the functioning of the trade unions operating in public sector banks in general and those operating in Akola district in particular. This has sown the seed for this research work of which this thesis is an outcome. It is sincerely hoped that this research work shall be beautiful, worth and useful.

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