

Industrial Relations in Private Sector Enterprises in Post-liberalised Era: A Sociological Study on Jai Balaji Industries Limited, Durgapur, West Bengal

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ABSTRACT

With the advent of globalisation Industrial Relations (IR) in both Public Sector Units (PSUs) as well as in Private Sector Enterprises (PSEs) have changed radically. Due to structural changes in the industrial domain of different magnitude across the world along with technological development, industrial relations in both public and private sectors have changed its nature. In the present study researcher has taken one private sector enterprise to analyse the fact of change in industrial relations in post liberalised India. By using mixed research methodology the researcher is able to analyse post liberalised scenario of industrial relations in the company with major changes. Management use "hire and fire" as and when it is needed and most of the workers are facing the risk as well as advantages of liberalisation. Trade unions are engaged in fighting with each other for pushing their members as casual labour but in the process of vital decision making they have lost their traditional power.

Keywords: Industrial Relations, Liberalisation, Hire and Fire, Trade Unions, Structural Adjustment Programme.

Introduction: Industrial relations, the relationship between trade unions and management, have undergone a drastic change in post-liberalized India due to the introduction of Structural Adjustment Programme (SAP), implementation of New Economic Policy (NEP) as well as the announcement of New Industrial Policy (NIP) in July 1991. In this new era of 'market globalism' economies across the world have experienced structural changes of different magnitudes. Rapid technological development and globalization have allowed little or no space to national or local economies to remain outside the purview of disorganized capitalism and world market. In the pre-liberalized era Government of India had followed the path of mixed economy with huge investment in the public sector units (PSUs). To many, such 'over protectionism' was unhealthy for the growth of competitiveness and quality maintenance particularly in the public sector. Hence the major objective of the New Industrial Policy was to integrate the Indian industrial and financial sectors with the global market through relaxation of state control over industry and finance. The new policy highlighted the need for privatization of public sector organizations, modernization and technological change, training of manpower and up-gradation of skills, professionalization and competitiveness including the rehabilitation or reengineering of sick industrial units. These dimensions were neglected in the previous era of 'controlled industrialization'. Government played here a dual role as a leading actor in Indian industrial relations, On the one hand it has played the role of on an initiator of policy making and on the other as an employer by setting up public sector units (Monappa, 2006). Apart from that Government also played double role in making the connection between management and employee through initiation of various schemes and set up different organizations such as Labour Commissioner's office to resolve industrial conflict (Monappa, 2006).

Objective of the Study:

The basic objective of this research is to investigate into the changing scenario of industrial relations due to the introduction of LPG model of growth. This model has reassessed the importance of factors like human relations, employee involvement, skill level, trade unions activities, participatory decision-making process etc., within an industry. The questions that arise in this context are: How do reengineering and technological changes within workplace influence trade unions activity? What kind of role trade unions are now playing to make their presence felt? Do workers still consider unions as 'powerful'? What factors play crucial role in deciding the employer-employee relationship? Are the workers satisfied with their new role? How do managers view the role of trade unions and workers in company management? This research would attempt to examine and evaluate these and many more related questions to delve deep into the nature of industrial relations in private sector industries in contemporary West Bengal.