



**A STUDY OF VARIOUS MAJOR CAUSES OF SKIRMISH OR CLASHES OF WORKERS AND MIDDLE LEVEL MANAGEMENT IN THE INDUSTRY IN NAGPUR MIDCS**



**Prof. Prashant R. Gulhane**  
**Women's College of Arts & Commerce, Nagpur.**

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**ABSTRACT**

*All these factors, the industrial output are very meager, with reasons galore. Though some studies have been carried out with respect to the industrial sector, studies focusing on the management of the industrial Clashes have not been carried out. The basic objective of the study is to look into the reasons behind the relative under performance of industry in the Nagpur District, identify causes and arrive at implementable management related solutions. In the backdrop of above information, this study has been proposed, with following statement of the problem.*

**KEYWORDS:** *skirmish or clashes of workers, performance of industry.*

**INTRODUCTION**

In the Indian context, since Clashes are resolved under the ID Act, the emergence of the non-unions firms would have no effect on the dispute resolution framework of conciliation, arbitration and adjudication in some specific cases. Under section 2A of the ID Act, "where any employer discharges, dismisses, retrenches or otherwise terminate the services of an individual workman, any dispute or difference between that workmen and his employer connected with, or arising out of, such discharge, dismissal, retrenchment, or termination shall be deemed to be an industrial dispute notwithstanding that no other workman nor any union of workmen is a party to dispute". However even here, whether the employee exercises these options in the first place is debatable as can be concluded from the preceding literature. With the emergence of non-union forms, mechanism of industrial jurisprudence like collective bargaining, become redundant. However other mechanisms of providing voice to the employees and pre-empting Clashes emerge in the non-unionized workplaces. It emerges from the preceding discussion that for being successful though, these mechanism need to be efficient, user friendly, accessible, non-punitive and confidential. These include open door policy, peer reviewed panels, ombuds persons and employee involvement techniques.

For the development of an undertaking or an industry, industrial peace is indispensable. Labour legislation and the enforcement machinery set up for its implementation can only provide a suitable framework in which employers and workers can function. The best solution to common problems, however,

can be found by mutual agreement. In view of the intricacies of the industrial Clashes and the ways to manage them, it is important that a systematic study be carried out to assess the current situation of industrial Clashes vis-à-vis its management by the industry's top and middle level management.

**Table 1: Major causes of Skirmish or Clashes in Industry**

Major causes of Skirmish or Clashes in Industry	Yes		No	
	N	%	No	%
Wages	172	86.0	28	14.0
Bonus	86	43.0	114	57.0
Working Conditions	186	93.0	14	7.0
Skirmish between rival unions for representation	24	12.0	176	88.0
Failure of industry to recognize trade union	112	56.0	88	44.0
Insult to trade union leadership	96	48.0	104	52.0
Introduction of rationalism in industry	32	16.0	168	84.0
The fetch of retrenchment of workers	152	76.0	48	24.0
Sympathetic strike with fellow employees in other establishment	12	6.0	188	94.0
General discontent and sense of frustration among labours	65	32.5	135	67.5
Political issue	189	94.5	11	5.5
Inadequate facilities	46	23.0	154	77.0
Working Hours	117	58.5	83	41.5
Leave and holidays with pay	21	10.5	179	89.5
Victimization of workers	47	23.5	153	76.5
Ill-treatment by supervisory staff	98	49.0	102	51.0
Rumors spread out by undesirable elements	9	4.5	191	95.5
Lack of proper communication	73	36.5	127	63.5
Introduction of new machinery and mechanism	6	3.0	194	97.0
Shifting of industry to new location	36	18.0	164	82.0
Lack of conveyance	19	9.5	181	90.5

**N- Number of respondent**

Above **Table 1** shows information about major causes of Skirmish or Clashes of workers in the industry in Nagpur MIDCs. It observed that 86% industries face Skirmish due to wages whereas 14% industries do not face Skirmish of workers. In addition to it 43%, 93% and 12% industries face Skirmish of workers due to bonus, working condition and Skirmish between rival unions for representation whereas 57%, 7% and 88% industries do not face Skirmish respectively. Moreover, 56% industries face Skirmish s due to failure of industry to recognize trade union whereas 44% do not face such Skirmish . Furthermore, 48% industries face Clashes due to insult to trade union leadership whereas 52% industries do not face Clashes. In addition to it 16% industries face Skirmish due to introduction of rationalism in industry while 84% industries do not face such Skirmish . Moreover, 94.5%, 23% and 58.5% industries face Skirmish due to political issue, inadequate facilities and working hours whereas 5.5%, 77% and 41.5% industries do not face Skirmish . In addition to it 76% and 6% industries face Skirmish due to fetch of retrenchment of workers and sympathetic strike with fellow employees in other establishment respectively whereas 24% and 94% industries do not face Skirmish due to it. In addition to it 32.5%, 10.5% and 23.5% industries face Skirmish due to general discontent and sense of frustration among labours, leave and holidays with pay and victimization of workers whereas 67.5%, 89.5% and 76.5% industries do not face such Skirmish . Moreover 49%, 4.5% and 36.5% industries face Skirmish due to ill-treatment by supervisory staff, rumours spread out by undesirable elements and lack of proper communication whereas 51%, 95.5% and 63.5% do not face such

Skirmish respectively. Furthermore, 3%, 18% and 9.5% industries face Skirmish situation due to introduction of new machinery and mechanism, shifting of industry to new location and lack of conveyance whereas 97%, 82% and 90.5% industries do not face such Skirmish respectively. On the basis of above information it is evident that working condition and wages of the industries are the main cause of Skirmish or dispute in majority of industries in NagpurMIDCs.

**Table 2: Opinion of authorities about active participation of middle level management in resolving problems arise due to Skirmish or Clashes**

Active Participation in resolving problems arise due to Skirmish or Clashes	N	Percent
Very Often	12	6.0
Often	42	21.0
Sometimes	32	16.0
Never	114	57.0
<b>Total</b>	<b>200</b>	<b>100.0</b>

**N- Number of respondent**

Opinions of authorities of industries in Nagpur MIDC regarding active participation of middle level management in resolving problems arise due to Skirmish or Clashes is shown in above **Table 2**. It observed that according to 57% authorities middle level management did not take active part in resolving problems arise due to Skirmish or Clashes, whereas 21% authorities reported that middle level management often take active part in resolving problems arise due to Skirmish or Clashes. Moreover, according to 16% authorities middle level management sometimes take active part in resolving problems arise due to Skirmish or Clashes and 6% authorities reported that middle level management very often take active part in resolving problems arise due to Skirmish or Clashes. On the basis of above information it is evident that middle level management in majority of industries did not actively participate in resolving problems arise due to Skirmish or Clashes.

**Table 3: Opinion of authorities about ability of middle level management regarding positive negotiation with the labours or individual creating dispute or Skirmish**

Positive negotiation with the labours or individual creating dispute or Skirmish	N	Percent
Very Often	18	9.0
Often	23	11.5
Sometimes	42	21.0
Never	117	58.5
<b>Total</b>	<b>200</b>	<b>100.0</b>

**N- Number of respondent**

Opinions of authorities of industries in Nagpur MIDCs regarding positive negotiation with the labours or individual creating dispute or Skirmish is shown in above **Table 3**. It observed that according to 58.5% authorities middle level management did not positively negotiate with the labours or individual creating dispute or Skirmish, whereas 11.5% authorities reported that middle level management often positively negotiates with the labours or individual creating dispute or Skirmish. Moreover, according to 21.0% authorities middle level management sometimes positively negotiates with the labours or individual creating dispute or Skirmish and 9% authorities reported that middle level management very often positively negotiates with the labours or individual creating dispute or Skirmish. On the basis of above information it is evident that middle level management in majority of industries did not positively negotiates with the labours or individual creating dispute or Skirmish.

### CONCLUSION:-

Political issues, working condition and wages are the main cause of Skirmish or dispute in majority of industries in NagpurMIDCs. Middle level management in majority of industries did not actively participate in resolving problems arise due to Skirmish or Clashes, they are not positively negotiates with the labours or individual creating dispute or Skirmish , not help to find way out of situation, not maintain good relation and communication with individual or labours to lower the ill impact of dispute or Skirmish .

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