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Research Papers

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**A STUDY OF INDUSTRIAL RELATIONS - ISSUES TODAY AND  
TOMORROW.- A CASE STUDY OF CHANDRA  
BEVERAGES LTD SOLAPUR**

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Abstract

*HRM is process of bringing people and organization together so that the goal of each are met since the most significance resource of any organization is aid to be its people. When people come in to the organization , they bring not only their skills but also their different personalities , perceptions, attitude and values. Such a diverse amalgamation needs to be managed carefully and hence importance given to HR department in any organization.*

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**REVIEW OF LITERATURE**

As the individual workers are prone to certain occupation disease caused by inherent working condition in some specific occupation. Therefore, Industrial Health is a prerequisite for workers efficiency. According to the joint ILO WHO committee organizational health industrial health is

v The prevention and maintenance of physical , mental and social well being of workers in all occupation.

v Protection of workers in their employment from risk resulting from factors adverse to health.

v Prevention among workers in their employment from risk resulting from factors adverse to health.

**OBJECTIVES OF STUDY**

1. To study the health facility of the company
2. To find out difficulties faced by the company in its premises.

3.To determine what is exactly needed while work in in factory premises.

4. To understand HRM actual function as the spinal cord of the organization.

**RESEARCH METHODOLOGY**

The research paper is prepared with the help of primary data. Primary data is collected with structure questionnaires. The sample size was 25 employees and 10 managers respectively. Questionnaire was divided in 2 parts as 11 questions for employees and 11 questions for managers. The secondary data was collected through websites, books and journal.

**MAJOR FINDINGS AT CHANDRA BEVERAGES LTD.**

- 1.Does the factory have sufficient work space for worker to work

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| YES | NO | CAN'T SAY | TOTAL |
|-----|----|-----------|-------|
| 21  | 3  | 1         | 25    |

**Interpretation :** The above chart interprets that 84% respondents said that there is enough space, 12% respondents says that there is no space for working and the remaining 4% could not respond.

**2. Is proper ventilation facility been provided in the factory? Is it in accordance with the factories act 1949?**

| YES | NO | CAN'T SAY | TOTAL |
|-----|----|-----------|-------|
| 21  | 4  | 0         | 25    |

**Interpretation :** From the above chart it indicates that 84% of respondents believes that there is proper ventilation facility to work in organization. Remaining 16% believes that there is no proper ventilation to perform.

**3. Is there sufficient lighting in every part of the factory or not ?**

| YES | NO | CAN'T SAY | TOTAL |
|-----|----|-----------|-------|
| 13  | 11 | 1         | 25    |

**Interpretation :** The above chart explain that 52% are positive in response while 44% are negative in response.

**4 Does your company provide drinking water in every part of the factory ?**

| YES | NO | CAN'T SAY | TOTAL |
|-----|----|-----------|-------|
| 14  | 10 | 1         | 25    |

**Interpretation :** 56% respondents are positive while 40% respondents are negative in their approach. As a result there is loss of time every time to approach the drinking water. And the worker have to meet the manager every time.

**5. Does your factory provide the separate latrines and urinals for ladies and gents ?**

| YES | NO | CAN'T SAY | TOTAL |
|-----|----|-----------|-------|
| 20  | 3  | 2         | 25    |

**Intpretation :** 80% are satisfied with separate latrines and urinals while the 12% are respond there is a provision but there are not satisfied. Many a times they have approach the management.

**6. Does company maintain proper cleanliness in every part of the factory ?**

| YES | NO | CAN'T SAY | TOTAL |
|-----|----|-----------|-------|
| 19  | 2  | 4         | 25    |

**Interpretation :** The above chart says that overall 76% are happy with cleanliness in the organization 16% employee did not comment on the cleanliness while 8% are not happy with the overall cleanliness.

**7. does factory has separate grievance cell for the above issue?**

| YES | NO | CAN'T SAY | TOTAL |
|-----|----|-----------|-------|
| 2   | 21 | 2         | 25    |

**Interpretation :** It can be interpreted from the above chart that to solve the problems fo the employees there is no exact or proper channel as a result there will be lot of HR issues. It shows that 8% employees approached some of the superiors to resolve their problems.

**Conclusions and Suggestions.**

1. Health facility is being implemented quite efficiently.
2. From the opinion survey to measure effectiveness of the health facility, it can be concluded that the entire executives are not very satisfies with system implemented.
3. Factory may arrange glazed window unit.
4. In manufacturing there is not need to improve lighting.
5. Drinking water facilites can be improved.
6. There should be 2 water coolers within the reach of every worker.
7. Improvement in cleanliness of premises.
8. Grievance cell should be established for difficulty solving.