



# INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

## Trade Union leadership for workers development with a special reference to INTUC & CITU in Andhra Pradesh

<sup>1</sup> Kakani Prudhvi Raju, <sup>2</sup> Dr. Nagaraju Battu,

<sup>1</sup> Research Scholar, <sup>2</sup> Associate Professor,

<sup>1</sup> Department of Human Resource Management,

<sup>1</sup> Acharya Nagarjuna University, Guntur, Andhra Pradesh, India.

**Abstract:** Business Organizations in Andhra Pradesh in tandem pursue means to become more efficient and productive in order to avoid being overwhelmed by products and services from other places at competitive prices and better quality. Some of the competitive disadvantages include cooperation in labor-employer relations, scarce skills, skills outflow, hiring and firing practices, employment rules and trade union contributions to productivity. It is also generally understood that the successful integration of these factors is dependant, almost exclusively, on effective leadership. Organizational leaders are the agents that integrate all the forces at play in organizations, and ultimately ensure their competitiveness, sustainability and survival.[1] It is identified that the leadership of INTUC & CITU though the two Trade Unions are having ideological differences and they are also compassionate towards political system. It is observed that INTUC & CITU are functioning autonomously on its own agenda with a perception. Workers in different fields in the organized and un-organized sector workers are attached to the Trade Unions to their personal benefits. Labor always look for fringe benefits like job security, social security, scholarships to their children, take-home pay hike, Congenial working conditions and Post-retirement benefits etc.,. The study is mainly focused on to find out the leadership challenges for the development of workers . [2]

**Index Terms** – Trade union, leadership, INTUC & CITU, Congenial working conditions and Post-retirement benefits.

### I. INTRODUCTION

Trade union Leadership In early days, after independence in India, the industrial sectors struggled to get over the administration of organization and managing employees or workers as wages, task, time etc. At the same time, workers faced many problems such as workload, little wages, working hours timing etc. thus, to conclude this trade union are started. Two major unions in practice such as INTUC and CITU. These labours unions are further discussed below. In particularly, the presence of these trade unions in the state of Andhra Pradesh in India had been specially mentioned.

### Objectives of the Study

- To assess the Leadership challenges of INTUC & CITU towards the issues of worker.
- To provide strategies for INTUC & CITU trade union employees for active engagement, contribution, involvement, and participation in issues of national interest and public interest.

### Review of Literature

Leadership is the ability to influence a group towards the achievement of predefined goals. It is the activity of influencing people to strike willingly for group Objectives. In a trade-union organisation leadership is the most vital aspect Besides, the broad objectives of a trade union, the day to day union activities, programmes, policies and styles of actions are generally determined by the leadership of a trade union It is the bridge between the management and the rank and file of the workers.[3]

The structures of different trade unions are more or less identical, though sometimes some variations are found. The relationship between the rank and file or the workers and their leaders (both local and central), their attitudes towards the leaders are the most important factors for running the day to day union activities. The proper functioning of a trade union depends a lot on the above relationship.

Solidarity, as every other organization, is faced with a fictitious gap between the strategy and the successful execution therefrom, and this gap can be bridged by effective leadership styles and accordingly the readiness by subordinates of both the Executive Committee and the National Executive, which comprises the senior management of Solidarity.[4]

### **Research Methodology**

The research methodology includes the process of gathering or collecting data from the public and analysing the collected data with suitable method which will help in proceeding the research to the next step. Specifically this section handles the research design that is applied in this study, sample size of the collected data, population of the target, instrument used in data collection and the techniques utilised in this study. The methodology and utilized design of the study reveals that the quantitative method is adopted to evaluate the data of the study.

In addition to the above this research is exploratory research and the data collection is done mainly from the secondary data. The required data has been extracted from various sources like research articles; newspapers, published sources like reports, magazines, journals and various contemporary newspapers articles and the authenticated websites.

### **Research Design**

This research is dependent on descriptive and empirical study. The data were collected randomly from employees of Trade Union all over Andhra Pradesh. The data collection is utilized in primary data. The primary data were collected by supplying framed questionnaire directly to the employees as well as through online from 234 respondents.

### **Research Approach**

Research Approach is the method and process that manages the involved steps in the techniques and assumptions utilised in data collection, assessing the collected data and lastly inferring the examined data. Generally, research approach depends on the nature and issues of the research addressed in this study. Basically, research approach is classified into two as follows.

- Method used while collecting the data
- Method used while evaluating the data
- Primary data is the main method used while collecting the data.

### **Sample Techniques and tools**

Choosing the repliers for the study includes the methods that is generally referred as sampling methods. The method adopted in this research for selecting the repliers is simple random method. This kind of method is known as one of the techniques used in other researches in the field that is in accordance of sampling possibility. By applying the simple random sampling technique, the researcher's knowledge will get enhanced in terms of selecting the target audience without any diverse. The data collected from the selected participants is performed through the simple Stratified random sampling technique.

Stratified sampling refers to a random sampling technique that clubs items of the whole population into different groups based on their similar characteristics. Then, samples from each stratum are taken, whether proportionately or disproportionately, to conduct the research or analysis.

## Research questions

1. What are the Labour engagement techniques of INTUC and BMS in Andhra Pradesh?
2. What are the types of involvement procedures of INTUC & BMS trade union Labour towards the issues of worker ?

## Research Hypothesis

H1: INTUC & CITU have labour engagement techniques to involve labour in the activities.

HO: INTUC & CITU have labour engagement techniques to involve labour in the activities.

H1: INTUC & CITU have strategies to involve labour in the activities.

HO: INTUC & CITU don't have strategies to involve labour in the activities.

## INTUC (Indian National Trade Union Congress)

India and this had been a wing of Indian national congress. It had been founded in the year of 1947 May 3, and it had been affiliated with ITUC (International Trade Union Confederation). Because of provisional statistics this labour union had second highest number of members with 33.3 million on the survey of ministry of labour in the year 2013. Now, it had been emerged as a largest trade union in India. The first President of INTUC was Acharya JB Kripalani, Indian national congress formed this union on the inaugurated presence of Pandit Jawaharlal Nehru, Jaggivan ram.[5]

### Some of following guidelines are followed in INTUC

- Education as training and research
- Workers should participate in management and equity.
- Health services
- Creating job or employment Social security

## CITU (CENTRAL INDIA TRADE UNION)

CITU had been a national wide trade union in India and it has been one among the India trade union movement. The CITU had been one of largest assembly and working classes of India. It has strong base in the state of Tripura and also in the states of Kerala, west Bengal, Kanpur and have average powers in Tamil Nadu and Andhra Pradesh[2]. On the basis of provisional statistics, CITU had membership about 6,040,000 in the year of 2015 by ministry of labour council survey.[6]

The CITU represented employees in any industry and field of trading actions with workers of service and industrial sector such as electricity, steel, coal, heavy engineering, electronics, construction, oil and natural, gas production and refining mines, railways, transports, fertilisers, petrochemicals, air and water transport, telecommunications, port and docks, plantation, finance and other services, etc. CITU had got into these all of services and industrial sectors. CITU pioneered unorganized industrial sectors to organized trade union sectors so it may strength working relationship and coordination in works.

Publication named "CITU Mazdoor" in Hindi version of magazine with its 24th year of publications. CITU had been published many magazines, newspapers articles, books and pamphlets about working class people's interests and labours opinion in the version of English and Hindi. CITU had got into these all of services and industrial sectors. CITU pioneered unorganised industrial sectors to organised trade union sectors so it may strength working relationship and coordination in works[3].

**Table 4.68 Ranks**

	Member of Trade union	N	Mean Rank	Sum of Ranks
Trade union offers hike and job security	Yes	231	116.95	27016.50
	No	2	122.25	244.50
	Total	233		
Labor union helps management to maintain peace	Yes	231	117.30	27097.00
	No	2	82.00	164.00
	Total	233		
New policy inconvenience	Yes	231	116.26	26857.00
	No	2	202.00	404.00
	Total	233		

That there are statistical differences of the responses or the people acquired perception of the variables trade union role in providing hike and security of job, trade union role to maintain peace within organization and the new policy inconvenience issues between membership population and non-membership population.

**Table 4.67 Descriptive Statistics**

	N	Mean	Std. Deviation	Minimum	Maximum
Trade union offers hike and job security	233	1.47	.565	1	3
Labor union helps management to maintain peace	233	1.42	.822	1	5
New policy inconvenience	233	1.27	.445	1	2
Member of Trade union	233	1.01	.092	1	2

The above enumerated the descriptive statistics data of the variables trade union strategy and contribution in providing job-security and hike to the employees. The other two variables are labour union contribution in maintaining peace within organization and the issues of new policy inconvenience for people and membership of the trade union population. The highest mean value is attained for variable (1.47) for variable trade union strategical contribution to provide periodical hike and job-security for employees.

## Findings

When the fetched data was analyzed results greatly helped in understanding the perceptions of the labours towards the contributions and engagements of trade union in their geographical region.

The outcomes of the research attempted indicated that union should be more aware in offering convenience to women workers regarding the allotting comfortable schedules, facilitating the infrastructures at the union, rescheduling the time of the meeting so that their participation will be improved.[8]

Overall findings of the research revealed that motion towards the union instrumentality has a crucial role to play in improving the level of participation of women workers in the trade union.

This was done by enhancing the workplace with harmony and peace, refining the discipline among the workers and maintain good terms among the employees. The results of the conventional research were based on certain theme, but the present study has emphasized the entire roles and responsibilities of the trade unions for the labours in Andhra Pradesh.

## Suggestions and Conclusion

There is also a need to investigate the effect of the unions' policies and practices as an entire prosperity to organize and have an active participation in the trade union activities in the national interest. In addition to this conventional researcher stated that the differences that are traced among the group of workers might produce various process models of attachment to the organization of the labours. Thus, it is considered that studies should pay attention to the consequences and the causes of the union commitment, but there is a necessity to analyze these factors in terms of various groups of workers for example gender associated difference were partially understood.

The overall results of the research emphasized that trade unions are playing a huge part in assisting the labours. This is affirmed by the statistical outcomes where most of the participants agreed that they are enjoying the contributions of the trade unions. The motivational rewards and awards offered by the trade union to encourage the family members of the labours. That is, most of the employees reported that trade unions were offering rewards to the children of the labour when they secured high scores in their board's exams or for some greater achievements.

## REFERENCES

- [1] A. Hammer, ""Trade unions in a constrained environment: workers' voices from a New Industrial Zone in India," ,"  
*Industrial Relations Journal*, , vol. 41, pp. 168-184, 2010.
- [2] B. E. Kaufman, ""Historical insights: The early institutionalists on trade unionism and labor policy," ,"  
*What Do Unions Do?*, , pp. 46-78, 2017.
- [3] S. Rajesh and P. Manoj, " "Politicization of trade unions and challenges to industrial relation in India: a study with a focus on northern Kerala,, " "*International Journal of Business and Administration Research Review*,, vol. 1, pp. 78-96, 2014.
- [4] "HTTPS://SOCIALEUROPE.EU/TRADE-UNIONS-NEED-NEW-STRATEGIES: TRADE UNIONS NEED NEW STRATEGIES : TRADE UNIONS NEED NEW STRATEGIES".
- [5] C. F. a. J. Barling, "A Longitudinal test of a model of the antecedents and consequences of union loyalty," *Journal of Applied Psychology* , vol. 74, p. 213, 1989.
- [6] M. Rashmi, " "Participation of Women in Trade Unions: A Study of Centre of Indian Trade Unions (CITU)," , "*Indian Journal of Industrial Relations*,, vol. 53, 2018.
- [7] "HTTPS://THEDOCSBLOGBLOG.ORG/2021/05/20/FOUR-YEARS-OF-A-SLIGHT-BUT-STEADY-INCREASE-IN-TRADE-UNION-MEMBERSHIP/ four years of a slight but steady increase in trade union membership!".
- [8] "HTTPS://LINK.SPRINGER.COM/CHAPTER/10.1007/978-3-030-28235-6\_14 : united to struggle or struggling to unite: growth and diversification of the indian labour movement."