

People Management: The Bargaining Agent

The Trade union movement in India has been facing several problems. Moreover, the problems of trade unions are like a vicious circle. It is not possible to neither put an end to all their problems nor mitigate them to a responsible level. Hence, Management, trade unions and political parties should take steps to reduce the effect of

their interference reduces the organisational effectiveness. The following steps will make Indian Trade union effective as make one union in one industry and make recognition mandatory by management as a "bargaining agent". Make it compulsory to have internal leadership unions. Do not allow politicians to exploit industrial workers and trade union movement to meet their narrow political ends. Make democratic elections in trade unions compulsory which can be one of the conditions for continued recognition. In addition to subscription, let there be a substantial grant by management/government to the unions, training and development of management relationship. Above all increase mutual trust and goodwill. Enlarge scope of union activities to cover areas like profitability, competitiveness, productivity and social

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