

## Emerging Role of Trade Unions in Improving Organizational Culture

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### Abstract

Trade unions may be defined as an association of workers formed to represent their interests inclusive of their working conditions with consideration of right to benefits valid in contemporaneous to Social, Political and Educational (SP&E) environment. Trade unions are measured as an essential element of organizational culture and industrial relations. The paramount role of Trade Unions is the protection of the interest of their members. The constant focus of Trade Unions is on the Need, Significance, role of Union and Welfare (NSU&W) activities in Indian industries. They are instrumental in higher efficiency among workers and the creation of a feeling of self-respect and confidence among them by improvement in the condition of Work, Employment and Wages (WE&W) of workers. In the above light, an analysis of the various functional roles that can be taken up by the Trade Unions for improvement of Organizational Culture in the current scenario has been made in this paper. Emphasis has been given on the prioritization of data collection through questionnaire and direct observation of organizational culture. The findings in this paper can be implemented in Indian industries in the current scenario for improved work condition and more refined performance analytical design. Accordingly, data is collected in various mode of operation related to recent trends.

**Keywords:** SP&E, NSU&W, WE&W

### I. Introduction

Trade unions are organized group of employees working for the enhancement of their economic status by insisting on an increase in monetary and non-monetary benefits being provided to each of the members resulting in improvement in working conditions and allotted benefits. A trade union may represent the interests of its members in only one organization or company (not having connection with other unions) or it may also pan multiple companies. Hence, the principal purpose of a trade union may be summarised as the negotiation of wages, establishment of terms of working conditions, regulation of relations between employees and employers, implementation of collective actions for bargaining with requisite authorities, elevation of new demands with the consensus of its members and proper settlement of their grievances.

### II. Eminent Organizational Culture of Trade Union

The utility of trade unions is multi-directional. However, for all purposes, the functionality is based on the members' present and future requirements. The Unions are responsible for the protection of the workers' rights and information propagation. Unions' chief responsibility is arbitration on behalf of its workers on salary and working environments such as basic pay, overtime, holidays and leaves, healthiness, security, promotion scenarios, maternity and paternity rights, and job security. Additionally, the training and development requirements are also put forward to the management and negotiated. Consequently, the Trade Unions tend to participate in increasing the demand for manufactured products and labour. The vital role of the trade union is to bring social renovation to organizational culture.

### III. Methodology

The survey consisted of a questionnaire regarding the importance of various functionalities of Unions such as working environment and mutual support among Rourkela Steel Plant workers. The questionnaire was analyzed, and the workers' multiple factors as essential to be included in the functional space of trade unions are discussed. The respondents were drawn from the working Non-Executives and contract labourers of Rourkela Steel Plant. The sample space consisted of 548 Non-executives and 96 Contract Labourers

#### Analysis and Observation

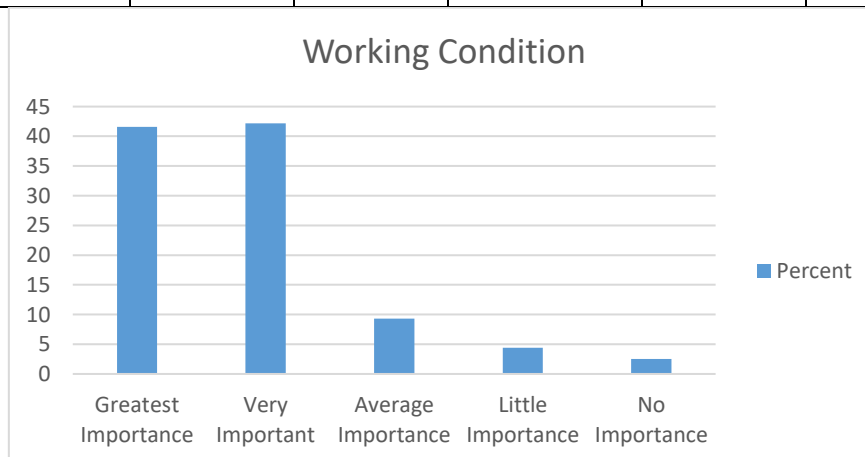
Exciting and diverse observations have been recorded, tabulated and analyzed. The relationship and work culture is considered as primary and securable concerning employment. In this paper, the author prioritized working conditions, cooperation, consultation, mutual support, and relationship with superior, discussed in tabulation and graphical representation form.

#### Tabulation and Graphical Representation

The organization's working conditions gave importance to safety, freedom, and mental capability to raise employees' production and improve the organization's efficiency. It is represented in table1 and graphical representation, as shown in figure1.

**Table 1: Working Condition of Organisation**

Organization		Greatest Importance	Very Important	Average Importance	Little Importance	No Importance	Total
Rourkela Steel Plant	Frequency	268	272	60	28	16	644
	Percent	41.6	42.2	9.3	4.4	2.5	100.0



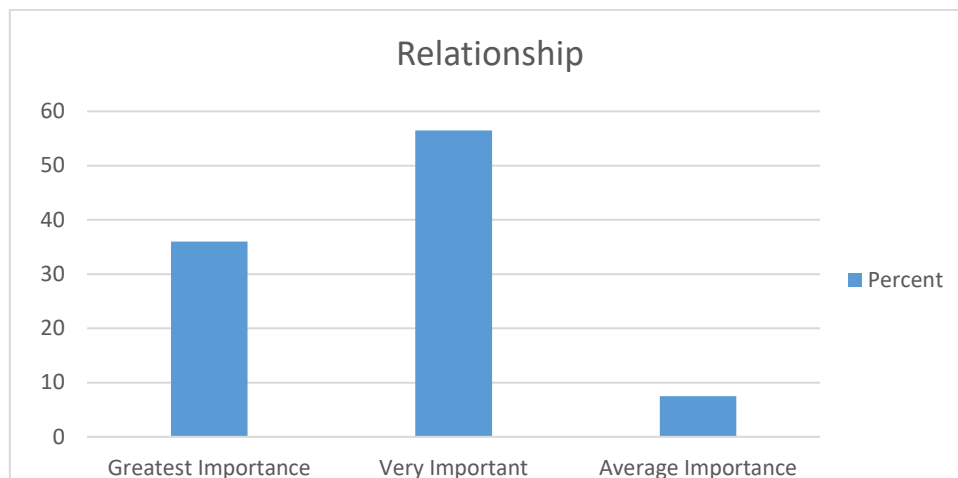
**Figure 1: Graphical Representation and Analysis of working condition**

The relationship with the superior is also given priority with respect to the work environment. It is shown in table2, and the graphical representation is shown in figure2.

**Table 2: Relationship with Superior of Organisation**

Organization	Greatest Importance	Very Important	Average Importance	Total
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Rourkela Steel Plant	Frequency	232	364	48	644
	Percent	36	56.5	7.5	100.0

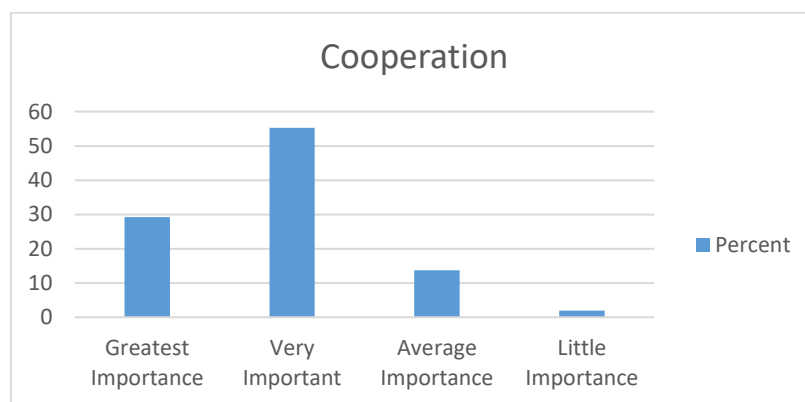


**Figure 2: Graphical Representation shows the relationship with superior**

The essential aspect of cooperation determines individual performance and functionality. It is tabulated in table3 and represented in figure3.

**Table 3: Cooperation in the Organisation**

Organization		Greatest Importance	Very Important	Average Importance	Little Importance	Total
Rourkela Steel Plant	Frequency	188	356	44	12	644
	Percent	29.2	55.3	13.7	1.9	100.0

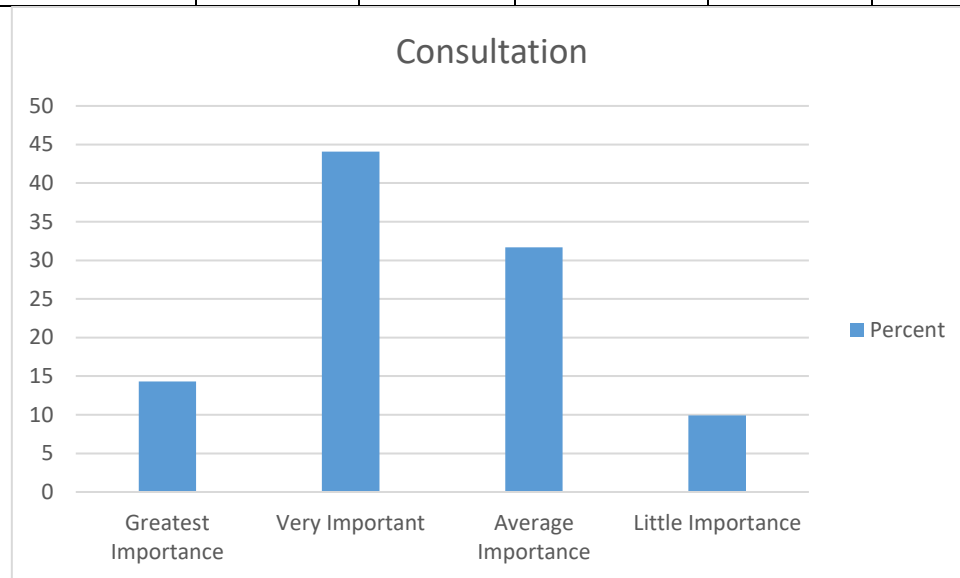


**Figure 3: Graphical Representation shows cooperation in the organization**

The employees' feelings contributed to the organization that provides better decision-making associated with the job. The consultation with an organization is represented in table4 and figure4.

**Table 4: Consultation with Organization**

Organization		Greatest Importance	Very Important	Average Importance	Little Importance	Total
Rourkela Steel Plant	Frequency	92	284	204	64	644
	Percent	14.3	44.1	31.7	9.9	100.0



**Figure 4: Graphical Representation shows the consultation with the organization**

#### IV. Conclusion

In this paper, the work culture is discussed, and it is graphically represented. The overall analysis of the organization's response shows that Rourkela Steel Plant's employees' primary importance is the relationship between superiors, followed by various factors. The working environment provides job security and decision-making. In this paper, Good relationships, cooperation, consultation, motivation, and mutual support are stated, which relates to the relationship between employer and employee.

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