



Political Influence on Industrial Relations in Selected Industries of Kolhapur

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Abstract:

The research examines Political Impact on industrial relations in selected industries in Kolhapur. The study analyzes the experiences of all key stakeholders including employees, employers and labour unions. The findings emphasize the importance of proactive management of these external factors in sustaining positive labour-management relations and fostering employee well-being. Political interference in Industrial relations affects the effective role of HR manager. This leads to create complex situation and result into poor Industrial relations. Organizations that proactively anticipate and respond to changes in the political environment have been more successful in maintaining positive industrial relations.

Introduction:

Industrial Relations can be understood by breaking down the term into "industry" and "relations," where "industry" refers to any productive activity and "relations" represent the relationships between employers and employees within that industry. It encompasses the interactions between workers and management, often influenced by union-employer connections. According to J.T. Dunlop, industrial relations involve the intricate interplay between managers, workers, and government agencies.

Dale Yoder's definition of industrial relations characterizes it as the process in which management engages with one or more unions, aiming to negotiate and then manage the implementation of collective bargaining

agreements or labor contracts. In essence, it highlights the dynamic interaction between employers and labor organizations to establish and oversee these agreements.

The definition of "industrial relations" can encompass a wide or narrow perspective. Initially, it tends to be broad, considering the interactions and connections between employers and employees. This broader view suggests that industrial relations encompass various aspects of the employment relationship, including human resource management, employee relations, and interactions between unions and management, thus covering the entirety of the work relationship.

The definition of industrial relations has evolved to become more

specific and focused. In a formal sense, it now refers to the study and practice of collective bargaining, trade union activities, and labour-management interactions. Good industrial relations also play a crucial role in supporting effective human resource management. This involves activities like mediation, arbitration, negotiations, and even permitting industrial actions when necessary. The ultimate goals are to enhance employee morale, establish economic stability among stakeholders, acknowledge employee interests to improve productivity, and foster reconciliation and understanding between employers and employees.

A relationship between two specific groups is mostly examined or explained in this discipline of industrial relations. These are the workers and management. These are specifically employees who have union representation. In other words, industrial relations are current contacts between management, employees, and the government as well as the institutions and associations that operate as their mediators.

Effective human resource management is closely linked to strong industrial relations. Industrial relations, which involve mediation, arbitration, dialogues, and even allowing for industrial actions when necessary, play a vital role in improving employee morale, fostering economic stability among various

stakeholders, acknowledging and supporting employee interests to enhance productivity, and facilitating reconciliation and cooperation between employers and employees.

A large area of research examines how internal and external influences affect the dynamics and outcomes of labour-management relationships within firms. This field of study is known as the impact of external factors on industrial relations. This study tries to explore and comprehend the complex interactions between outside variables and labour relations. An overview of the study approach that will be used to accomplish this goal is provided in this document.

Political factors encompass shifts in regulations and policies influenced by the current government officials in power. These factors significantly affect a business's operational freedom within the economy. Examples include changes in trade tariff policies and tax regulations, which can impact various aspects of business operations and profitability.

Legal factors encompass the framework of laws and regulations that exert an impact on how a business conducts its operations. These factors play a critical role in defining the boundaries and requirements within which a company must operate, covering various aspects of business activities, including compliance, contracts, intellectual property, and consumer protection. Adherence to legal

requirements is essential for businesses to operate ethically and avoid legal consequences.

The HR Employee Relations Manager leads the employee relations function within the organization, overseeing the development of employee relations policies and ensuring the consistent application of company policies and procedures. Their role encompasses handling employee dispute resolution processes, conducting internal audits, and taking necessary actions to address and rectify any employee relations issues that may arise.

Aim of the Study:

The study is aimed at finding out key external factors that affects industrial relations. This could involve exploring how HR managers can develop strategies to build trust and cooperation between employers and employees, as well as how they can manage conflict effectively.

Objectives:

1. To identify political Influence affecting industrial relations.
2. To Examine the challenges of Industrial relations
3. To evaluate role and function of HR Manager in Industrial relations

Research Design:

A sample of the industrial sectors was chosen as part of the sample design

for the study. There are four industrial areas like ShivajiUdyam Nagar, Shirol MIDC, GokulShirgoan MIDC and Kagal MIDC in Kolhapur city. A sample size 100 respondents were chosen for the study, which covers a sample size of 25 respondents from each industrial area in Kolhapur city. The researcher used the snowball sampling technique, which works by starting with a small number of well-known and accessible samples and then relying on respondents to suggest further samples or respondents, thereby forming a chain.

Methods of Data Collection:

In this study, a custom-designed interview schedule was employed as the research technique. This interview schedule was meticulously crafted to collect data encompassing a range of aspects, including personal and professional information, as well as the evaluation of internal and external factors affecting industrial relations. To gauge the impact of these factors, a five-point Likert scale, comprising options such as "strongly agree," "strongly disagree," "not able to differentiate," "agree," and "disagree," was incorporated into the interview schedule. This scale was utilized to assess the influence of internal and external factors on industrial relations.

Discussion & Result:

The findings of this study will have repercussions for professionals, decision-

makers, and researchers interested in enhancing industrial relations procedures and establishing a favourable work environment

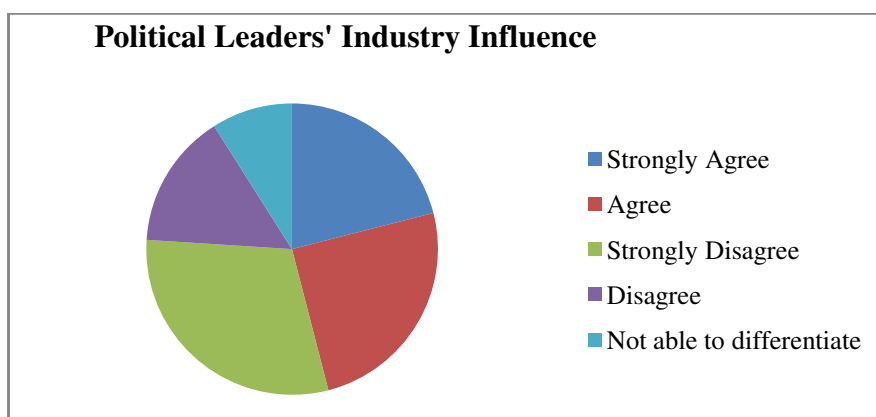
Table No. 1: Political Party Influence in Unions

No	Political Party Influence in Unions	Frequency	Percentage (%)
1	Strongly Agree	20	20.00%
2	Agree	10	10.00%
3	Strongly Disagree	25	25.00%
4	Disagree	20	20.00%
5	Not able to differentiate	25	25.00%
	Total	100	100.00%

The table presents a distribution of opinions concerning the influence of political parties within the union, as expressed by respondents. Among the respondents, 20% strongly agree that political parties have a significant influence in unions, while 10% hold a milder agreement. In contrast, 25% strongly disagree with the notion of political party influence in unions, and

20% maintain a moderately opposing stance. An additional 25% of respondents are unsure or unable to determine the extent of political party influence within the union. These figures indicate a broad spectrum of opinions on the issue, with a notable proportion (25%) of respondents expressing uncertainty regarding the degree of political party involvement in union matters.

Graph No. 1: Political Leaders' Industry Influence



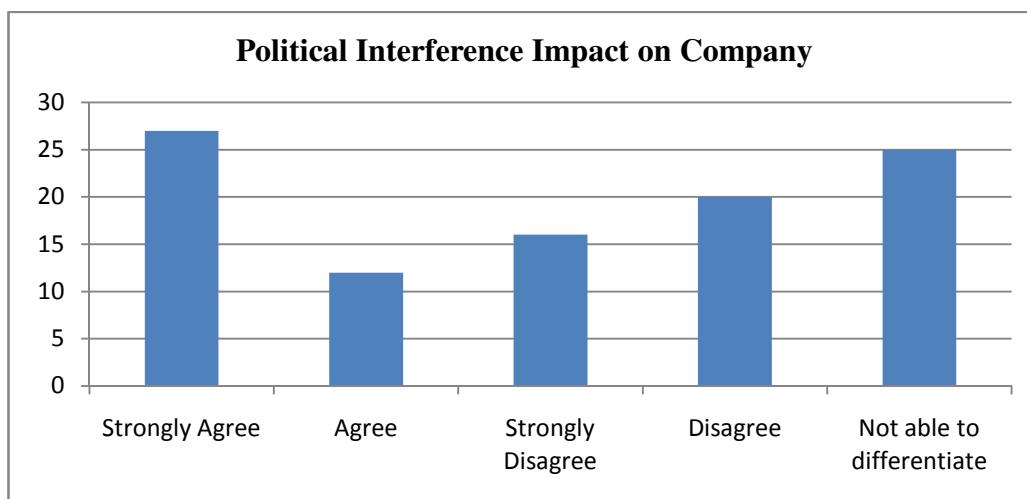
The above graph illustrates the distribution of viewpoints pertaining to the

influence of political leaders within various industries, as indicated by the

respondents. Among the respondents, 21.00% hold a strong agreement that political leaders possess a significant influence in industries. A larger percentage, 25.00%, expresses a more general agreement. In contrast, 30.00% strongly disagree with the notion of political leaders exerting influence in industries, while 15.00% hold a less intense disagreement stance. Additionally,

9.00% of respondents are unable to differentiate the extent of such influence. These statistics underscore a diverse array of perspectives on this topic, with a notable proportion (30.00%) of respondents expressing strong disagreement regarding the extent of influence that political leaders wield within industries.

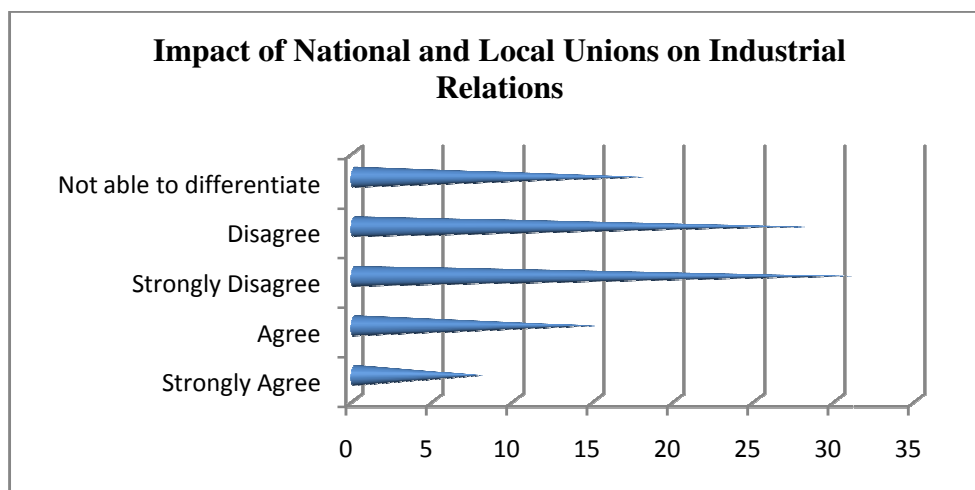
Graph No. 2: Political Interference Impact on Company



The presented graph outlines the distribution of opinions concerning the impact of political interference on companies, as conveyed by respondents. Within this context, 27.00% of respondents express a strong agreement with the notion that political interference significantly affects companies. A smaller proportion, 12.00%, indicates agreement to a lesser degree. In contrast, 16.00% strongly disagree with the idea of political interference affecting companies, and

20.00% hold a more moderate disagreement perspective. Furthermore, 25.00% of respondents are unable to differentiate the specific impact of political interference. This array of percentages underscores the diversity of viewpoints on this matter, with a substantial percentage (27.00%) of respondents strongly agreeing about the profound influence of political interference on companies.

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Graph No. 3: Impact of National and Local Unions on Industrial Relations

The above graph provides an overview of viewpoints concerning the influence of national and local unions on industrial relations, as conveyed by respondents. Within this context, 8.00% of respondents express a strong agreement that national and local unions significantly impact industrial relations. A larger fraction, 15.00%, agrees to a lesser extent. In contrast, a substantial 31.00% strongly disagree with the idea of unions having an

impact on industrial relations, and 28.00% hold a more moderate disagreement perspective. Furthermore, 18.00% of respondents are uncertain or unable to distinguish the specific influence of unions on industrial relations. These percentages underscore the diversity of opinions, with a noteworthy percentage (31.00%) of respondents strongly disagreeing about the extent of influence that national and local unions exert on industrial relations.

Table No. 2: Political Influences in Company Recruitment

No	Political Influences in Company Recruitment	Frequency	Percentage (%)
1	Strongly Agree	5	5.00%
2	Agree	8	8.00%
3	straggly Disagree	35	35.00%
4	Disagree	32	32.00%
5	Not able to differentiate	20	20.00%
	Total	100	100.00%

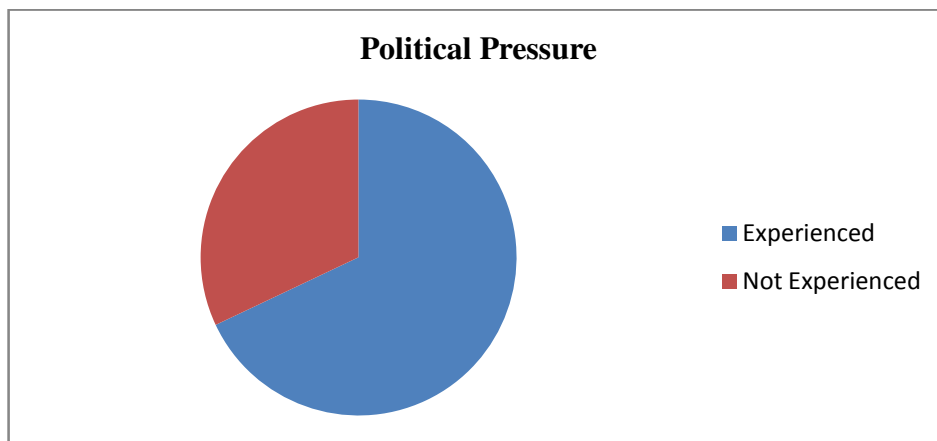
The table provides an overview of opinions regarding the extent of political

influences in company recruitment, as expressed by respondents. Among them, a

minimal 5.00% strongly agree that political influences significantly impact company recruitment processes. A slightly larger percentage, 8.00%, agrees to a lesser extent. Conversely, a substantial 35.00% strongly disagree with the notion of political influences in company recruitment, while 32.00% hold a more moderate disagreement stance.

Furthermore, 20.00% of respondents are uncertain or unable to differentiate the specific impact of political influences in this context. These percentages underscore a range of viewpoints, with a notable proportion (35.00%) of respondents strongly disagreeing about the perceived extent of political influences in company recruitment.

Graph No. 4: Political Pressure on CSR Activities



The presented data showcases the distribution of responses concerning the existence of political pressure on corporate social responsibility (CSR) activities. Among the respondents, a significant majority of 68.00% acknowledge the presence of political pressure on CSR activities, indicating that political factors exert an influence on these initiatives. Conversely, 32.00% of respondents indicate that they do not perceive any political pressure on CSR activities. This data suggests a prevalent awareness of

political pressures impacting CSR efforts, with a notable majority (68.00%) acknowledging this influence.

Conclusion:

It is evident that political factors significantly affect industrial relations in organizations. This study highlighted the importance of effectively managing and adapting to ideal practices to avoid political interference. By working together, organizations can collectively address challenges arising from political

factors, negotiate mutually beneficial solutions, and foster a harmonious work environment. Organizations that proactively anticipate and respond to changes in the political environment have been more successful in maintaining positive industrial relations.

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