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## THE STUDY OF TRADE UNION AT ASHOK LEYLAND LTD. BHANDARA( M.S.).

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**ABSTRACT :** Ashok Leyland also makes spare parts and engines for industrial and marine applications. The concept of trade unionism is born out of the need to ensure good working conditions and protection of the overall interest of employees. It is also a fact that without a responsible and result oriented workforce, work efficiency will decline. So, in order to improve the effect of trade unionism on workers, the following suggestions are made.

**KEYWORDS:** Unionism, decline & assemble, in Ashok Leyland Bhandara.

### INTRODUCTION

### COMPANY PROFILE

Ashok Leyland is an Indian automobile company headquartered in Chennai, India. It is owned by the Hinduja Group. Founded in 1948, it is the second largest commercial vehicle manufacturer in India, Ashok Leyland largest manufacturer of buses in the world and 10th largest manufacturer of trucks globally. Operating nine plants. Ashok Leyland also makes spare parts and engines for industrial and marine applications.

### Ashok Motors

Ashok Motors was founded in 1948 by Raghunandan Saran. He is an Indian freedom fighter from Punjab. After Independence, he was persuaded by India's first Prime Minister Nehru to invest in a modern industrial venture. Ashok Motors was incorporated in 1948 as a company to assemble and manufacture Austin cars from England, and the company was named after the founder's only son.

## Under Leyland

Raghunandan Saran died in an air crash. He had previously been negotiating with Leyland Motors of England for assembly of commercial vehicles as he envisioned commercial vehicle Ashok Leyland more in need at that time than Ashok Leyland passenger cars. The company later under Madras State Government and other shareholders finalized for an investment and technology partner, and thus Leyland Motors joined in 1954 with equity participation, changing the name of the company to Ashok Leyland. Ashok Leyland then started manufacturing commercial vehicles. The collaboration ended sometime in 1975 but the holding of British Leyland.

## Under Iveco and Hinduja partnership

In 1987, the overseas holding by Land Rover Leyland International Holdings Limited (LRLIH) was taken over by a joint venture bet Ashok Leyland the Hinduja Group, the Non-Resident Indian transnational group and Iveco, part of the Fiat Group.

**Hinduja Group:** In 2007, the Hinduja Group also bought out Iveco's indirect stake in Ashok Leyland. The promoter shareholding now stands at 51 %. Today the company is the flagship of the Hinduja Group, a British-based and Indian originated trans-national conglomerate after Hinduja's bought Iveco's remaining ownership stakes.

**Hino Motors:** During the early 1980s Ashok Leyland entered into collaboration with Japanese company Hino Motors from whom technology for the H-series engines was Ashok Leyland. Many indigenous versions of the H-series engine Ashok Leyland developed with 4 and 6 cylinders, and also conforming to BS2, BS3 & BS4 emission standards in India. These engines proved to be extremely popular with the customers primarily for their excellent fuel efficiency. Most current models of Ashok Leyland come with H-series engines.

**Rosoboronexport & ELCOM:** Ashok Leyland Defense Systems (ALDS). Russia's Rosoboronexport and ELCOM Group have signed a cooperation agreement in defense business to provide tracked vehicles to Indian Armed Forces. The agreement was signed on the side lines of the International Military Technical Forum Army — 2017 held at Kubinka, Near Moscow, on 25 August 2017.

## IIT Madras

Ashok Leyland and Indian Institute of Technology Madras (IIT Madras) signed a memorandum of understanding, on 19 August 2017, for Ashok Leyland to sponsor the Centre of Battery Engineering (CoBE) at IIT Madras. As part of the agreement Ashok Leyland has partnered with IIT Madras to carry out research and development (R&D) activities for strengthening battery engineering and related sub-parts, especially for electric vehicles.

## Iveco partnership

In the late 1980s Iveco investment and partnership resulted in Ashok Leyland launching the 'Cargo' range of trucks based on European Ford Cargo trucks. The Cargo entered production in 1994; at Ashok Leyland's new plant in Hosur, southeast of Bangalore. These vehicles used Iveco engines and for the first time had factory-fitted cabs. Headquartered in Chennai, 9 manufacturing plants gives an international footprint - 7 in India, a bus manufacturing facility in Ras Al Khaimah (UAE), one at Leeds, United Kingdom and a joint venture with the Alteams Group for the manufacture of high-pressure die-casting, extruded aluminum components for the automotive and telecommunications sectors.

## RATIONALS AND SIGNIFICANCE

This study is essential to know the employers have started to realize the importance of workers. The employees too have started to form Trade Unions to protect their interests. Bosses in the Ashok Leyland LTD. have recognized that the best way to resolve issues is by way of dialogue.

### SIGNIFICANCE:

- Members of the union tend to have higher wages than non-unionized workers in Ashok Leyland LTD.
- Trade Unions also sometimes act as representatives of workers in case of legal matters. The rights of the employees are better protected. For example, they cannot be unjustly removed from work.

### LITERATURE REVIEW

The publication of the History of Trade Unionism (1894) Sidney and Beatrice Webb, the predominant historical view is that a trade union - a continuous association of wage earners for the purpose of maintaining or proving the conditions of their employment." Karl Marx described Trade Unions as: "The value

of labor-power constitutes the conscious and explicit foundation the trade unions, whose importance for the working class can scarcely be overestimated. The Trade Unions aim at nothing less than to prevent the reduction wages below the level that is traditionally maintained in the various branches of industry. That is to say, they wish to prevent the price of labor-power from falling low its value" (Capital V1, 1867, p. 1069). A modern definition by the Australian Bureau of Statistics states that a trade union is an organization consisting predominantly of employees, the principal activities of which include the negotiation of rates of pay and conditions of employment for its members."

## History:

The origins of Trade Unions can be traced back to 18th century Britain, where the rapid expansion of industrial society then taking place, drew women, children, rural workers and immigrants into the work force in large numbers and in new roles. This pool of unskilled and semi-skilled labor spontaneously organized in fits and starts throughout its beginning and would later be an important arena for the development of trade unions. Trade Unions have sometimes been seen as successors to the guilds of medieval Europe, though the relationship between the two is disputed, as the masters of the guilds employed workers (apprentices and journeymen) who were not allowed to organize.

## OBJECTIVES

To secure fair wages to workers who works with efforts in Ashok Leyland LTD.

- To enlarge opportunities for promotion and training in the firm.
- To improve working and living conditions.
- To provide for educational, cultural and recreational facilities.
- To co-operate in and facilitate technological advance by broadening the understanding of workers on its underlying issues.
- To promote identity of interests of workers with their industry.

## RESEARCH METHODOLOGY

Research Methodology is the systematic, theoretical analysis of the methods applied to a field of study. It comprises the theoretical analysis of the body of methods and principles associated with a branch of knowledge. The process used to collect information and data for the purpose of making business decisions.

- Primary data:-

1) Questionnaires' method. 2) Observation method 3) Interviewing method. 4) Experimental method.

- Secondary data

The data was collected through Human resources management:- 1) Books 2) Magazines 3) Internet

## SAMPLE DESIGN

Selection of some part of an aggregate or totality on basis of which a judgment or

inference about the aggregate is made. • Process of obtaining information about an entire population by examining only a part of it.

Sample size : 100. Sampling techniques : convenient sampling . Analysis techniques : Graphs , (%)Percentage, Averages, Charts . Period of study : 1 January -28 February Hypothesis Testing Tools : Z Test or x2

## HYPOTHESIS

There are two types of hypothesis

1) Null hypothesis (HO)

2) Alternative hypothesis (H1)

1. Null hypothesis:-

There is significant relationship between administration and employees of trade union.

- Ashok Leyland LTD gives fair wages to workers who work with efforts in organization.

- Ashok Leyland LTD enlarges the opportunities for promotion and training in the firm.

2. Alternative hypothesis:-

There is no significant relationship between administration and employees of trade union.

- Ashok Leyland LTD could not able to give fair wages to workers who work with efforts in organization.

- Ashok Leyland LTD does not enlarge opportunities for promotion and training in the firm.

## CONCLUSION

From the analysis of performance appraisal of employees in Ashok Leyland L.T.D.

- Ashok Leyland LTD gives fair wages to workers who work with efforts in organization.

- Ashok Leyland LTD enlarges the opportunities for promotion and training in the firm.
- Ashok Leyland LTD improves working and living conditions.
- Ashok Leyland LTD provides for educational, cultural and recreational facilities.

• Trade Unions of Ashok Leyland are aware about woman's & workers right.

## SUGGESTIONS

The concept of trade unionism is born out of the need to ensure good working conditions and protection of the overall interest of employees. It is also a fact that without a responsible and result oriented workforce, work efficiency will decline. So, in order to improve the effect of trade unionism on workers, the following suggestions are made.

• Trade union should avoid the path of confrontation but continue dialogue -- through the collective bargaining process and also demands should be realistic in nature with what is obtainable in the related industry.

• An existence of a formal two way communication between management and trade unions will ensure that right message is properly understood and on time too. This will help in maintaining a long term cordial relationship between the parties by minimizing misconceptions.

Based on the principle of inclusiveness and exclusiveness, I want to suggest that this research work will be useful to further researchers. There has been a lot of research on trade unions. Mean while, I did not find any research done to see the effects of the trade unions on workers as well as employees. It would be interesting if someone would like to study more of it Trade unions have a huge effect on workers and employees, so I would recommend for further research in this specific field. A more comprehensive study could also be conducted to understand the wider roles and newer effects that may be expected from trade unions. The effect of the union was clearly visible in the empirical study.

## LIMITATION

- 1.The study was restricted to Ashok Leyland in Gadegaon, Bhandara only.
- 2.The sampling size is 100, is so small that the sample may not be truly representation of population.
- 3.The period of study is limited i.e. 1 Jan to 28 Feb.
- 4.At time, certain respondents may not be co-operative: they may provide unreliable or misleading answer. However, every effort will be taken to reduce basis incorrect information supplied by respondent.
- 5.Conclusion and inferences made on this basis cannot be assumed 100% correct cannot be applicable at all level.

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