

MANAGING UNIONS

Managing unions will be examined from two angles: Unionised and union free plants.

Unionised Organisations

Contrary to popular perception, unionisation benefits an organisation in several ways. Before listing the benefits, it may be stated that both management and union work in harmony in true spirit of industrial democracy, but believing that differences and disputes do exist. With goodwill on both the sides, disputes are settled mutually without recourse to

undesirable action. Benefits from unions include:

- Management can approach union directly to resolve such issues as grievances, discipline and safety and health. In the absence of union, management will be compelled to adopt alternative approaches which may be costly and even difficult to operate.
- Cooperation from unions for such moves as reorganisation, disinvestment, quality enhancement plans and productivity improvement strategies.
- Improved communication and enforcement of norms, codes of conducts and discipline.
- Volunteering to pay cuts, cost savings and other measures during recessionary periods.
- Demonstration of democratic spirit, pro-labour attitude and openness on the part of management.

Following deserve due consideration while managing unionised organisations:

- Develop positive attitude towards unions. Demand from employees for formation and recognition of union needs to be conceded as is being

Managing With Unions

G Psacharopoulos



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