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Objectives of Trade Union

The primary objective of trade unions is to promote and protect the interests of its members. Besides a trade union has also to accomplish certain social responsibilities. It must be remembered that a trade union besides fighting for the rights of workers must also see to it that they are discharging their responsibilities towards assigned work.

In order to contribute to the success of an enterprise it has to accomplish the following two sets of objectives:

1. Economic objectives.

2. Non-economic objectives.

1. Economic:

- (i) To secure better wages for workers in keeping with the prevailing standard of living and the cost of living in the country.
- (ii) To ensure stable employment for workers by fighting against the rationalization plans.
- (iii) To secure a part of the increased prosperity by industry for their members in the form of bonus.
- (iv) To attain better condition for the workers by procuring shorter working hours, leave with wages, social security benefits and other welfare facilities.
- (v) To offer responsive cooperation in improving levels of production and productivity discipline and standards of quality.
- (vi) To cooperate in and facilitate technological advance by broadening the understanding of workers on underlying issues.

- (vii) To foster a sense of self-respect and dignity among the workers.
- (viii) To enlarge opportunities for promotion and training Thus it is imperative that unions keep the well-being and progress of the community constantly in their mind even in the midst of their endeavors to help the working class.

2. Non-Economic:

Unions have a stake in success of the national plans for economic development since these are formulated and implemented as much for maximizing production for distributing the products in an equitable manner. Unions have to adapt themselves to the changing social needs and rise above divisive forces of caste, creed, religion and language and indeed in this regard the role of unions has been creditable.

It is only thus that they can progressively become instrument for constructive purpose. In this context “some of the important social responsibilities of trade unions” appear to be in field of –

- (i) Promotion of national integration.
- (ii) Influencing the socio-economic policies of the community through active participation in their formulation at various levels.
- (iii) Instilling in members a sense of responsibilities towards industry and the community.

It does not however imply that the trade unions in every country are required to perform the above listed objectives the performance of these objectives in fact is influenced by factors such as the level of industrial development in the country, political and social conditions prevailing in the country, etc.

Thus the attainments of a trade union in a developing nation need not be the same as those in industrially advanced nations. As a matter of fact the objectives and functions of trade union are governed by local conditions.