

COLLECTIVE BARGAINING IN MINING INDUSTRY OF ODISHA: AN INDEPENDENT DEDUCTIVE THINKING WITH LOGIC DOMINANCE

BEYAT PRAGNYA RATH, SHIKTA SINGH & BISWAJIT DAS

Assistant Professor, Head in Economics KSOM, KIIT University, Patia, Bhubaneswar, India

ABSTRACT

The research article is based on the complexities involved in the collective bargaining process of selected mining industry of Odisha. It introspects into the three-tier process of understanding viz. Central Government and State Government, employers, their associations and workers with their trade union representatives. The problem of mis-match has been identified in the negotiation process and have been reviewed through the literature survey pertaining to collective bargaining, work culture and various benefits availed by the workers since antiquities. It has been complimented with the Dunlop model to resolve on the issues for a conclusive stand point. Hence, it has argued that the three players in the industrial relations have to resolve disputes through flexible interaction in the worker's participation in the management, as collective bargaining ultimately ends with the reconciliation that is acceptable to both the parties. The research article is a qualitative study into the research approach of collective bargaining with pertinence. The research paper has been interpreted through the ideal model of Collective Bargaining, identifying the gap and determining the objectives of employing tools and techniques viz. reliability statistics, frequency distribution, factor analysis in a comprehensive manner. The findings of the study indicate that Collective Bargaining has an positive impact on the mining industry in Odisha from the empirical data deduced from the analysis and data interpretation. The genuine co-operation of workers to achieve higher productivity can be gained only by mutual understanding through the mentioned process of collective bargaining which is ultimately proven method so far.

KEYWORDS: Collective Bargaining, Employment Relations, Trade Unions, Condition of Employment, Dunlop Model