



GREEN” RELATIONS MAKE “GREAT” RELATIONS

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Abstract

The aim of this work is to identify the influence of ecological imbalance in human behavior, which plays a very crucial role in building up good and great relationships. And for this I have chosen the secondary data which is available in various official websites. What makes the environment and atmosphere polluted with emission of impure gases and by which we could not get enough oxygen required for a human being to survive comfortably, by which in turn how it effects the human relations and the productivity of a company.

“If you want to do business for 1 year plant plants, If you want to do business for 10 years then plant trees, If you want to do business for 100 years then plant MEN”.

The above statement tells us how an employee is important for an organization to run successfully for longer period and to this statement we can add one more line.

“If you want a men to grow for 100 years in your business then plant PLANTS”.

This statement explains the employee job satisfaction, work environment and retention in business.

Keywords: Ecological Imbalance in Human Behavior, in Terms of Business Management.

Introduction

In this article we are going to learn how the ecological imbalance effect the industrial relations .Encyclopedia Britannica defined IR more elaborately as “The concept of industrial relations has been extended to denote the relations of the state with employers, workers, and other organizations. The subject, therefore, includes individual relations and joint consultation between employers and workers at their places of work, collective relations between employers and trade unions; and the part played by the State in regulating these relations”.

Thus, IR can be defined as a coin having two faces: Co- Operation and Conflict.

The main aspects of industrial relations can be identified as follows:

1. Promotion and development of healthy labor — management relations.
2. Maintenance of industrial peace and avoidance of industrial strife.
3. Development and growth of industrial democracy.

Some of the major causes of poor employer-employee relations are as follows: 1. Economic Causes 2. Organizational Causes 3. Social Causes 4. Psychological Causes 5. Political Causes.

1. Economic Causes

Poor wages and poor working conditions are the main reasons for unhealthy relations among management and labor. Unauthorized deductions from wages, lack of fringe benefits, absence of promotional opportunities, dissatisfaction with job evaluation and performance appraisal methods, faulty incentive schemes are other economic causes.

2. Organizational Causes

Faulty communication system, dilution of supervision and command, non-recognition of trade unions, unfair practices, violation of collective agreements and standing orders and labor laws are the organizational causes of poor relations in industry.

3. Social Causes

Uninteresting nature of work is the main social cause. Factory system and specialisation have made worker a subordinate to the machine. Worker has lost sense of pride and satisfaction in the job. Tensions and conflicts in society break up of joint family system, growing intolerance have also led to poor employer-employee relations. Dissatisfaction with job and personal life culminates into industrial conflicts.

4. Psychological Causes

Lack of job security, poor organizational culture, non- recognition of merit and performance, authoritative administration and poor interpersonal relations are the psychological reasons for unsatisfactory employer- employee relations.

5. Political Causes

Political nature of trade unions, multiple unions and inter-union rivalry weaken trade union movement. In the absence of strong and responsible trade unions, collective bargaining becomes ineffective. The union’s status is



reduced to a mere strike committee. Among all the causes which effect the poor employee relations is Psychological causes.

Plan of Action

In modern administration process organization considers employees as fixed assets to the their organization , because any asset present will depreciate its value when time goes on, but only an employee will add more value to the organization with his /her experiences in the organization. So retention of those employees by giving them job satisfaction and employee satisfaction is the most important task to the organization.

Now all this article is based on the secondary data which is collected from various unrelated articles. Initially some data collected from an article “A case study on employee satisfaction survey from Visakhapatnam steel plant”, here we collected the data of the employee’s satisfaction levels regarding work culture and working environment through questionnaire.

From the questionnaire I have taken few questions which help us to identify the satisfaction levels of employees in work environment. Here are those questions,

1. There are friends at work.
2. Is there someone at work, who encourages your development?
3. Stressful

Analysis of these questions

1. Friends at Work

Table 3.4 Ratings given by the Employees

| | | | | | |
|--------------------|---|---|----|----|----|
| Ratings | 1 | 2 | 3 | 4 | 5 |
| Respondents | 2 | 2 | 20 | 49 | 27 |

Source: Secondary Data (Employee Satisfaction Survey)

1-Strongly Disagree, 2-Disagree, 3-Neutral, 4-Agree, 5-Strongly Agree

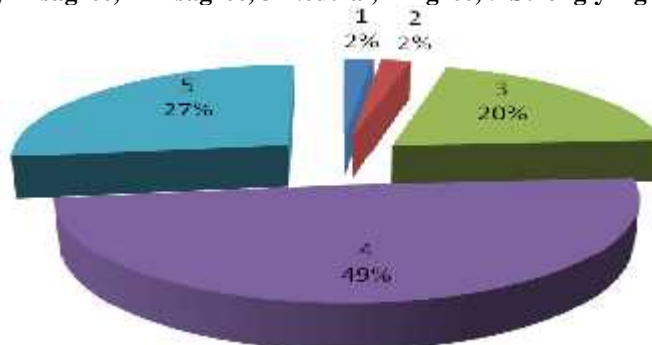


Fig 1. Presence of Friends at Work

Among the respondents, 76 % of the employees agree that they have friends at work place and 24% of the employees disagree the statement of having friends at work place. And when we segregate the respondents the employees as executives and non- executives i.e from 100 sample size 80 are executives and 20 are non executives the findings of this data will be like this the people among 20 non-executives all the respondents are disagreeing to having friends at work place and rest of the respondents are agreeing to have friends.

2. is there someone at Work, Who Encourages Your Development?

Table 3.14 Ratings Given by the Employees

| | | | | | |
|--------------------|---|---|----|----|----|
| Ratings | 1 | 2 | 3 | 4 | 5 |
| Respondents | 1 | 7 | 25 | 45 | 22 |

Source: Secondary Data (Employee Satisfaction Survey)

1-Strongly Disagree, 2-Disagree, 3-Neutral, 4-Agree, 5-Strongly Agree

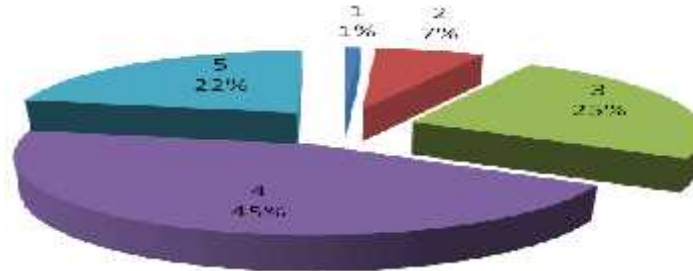


Fig 2. Someone at Work, to Encourages the Development

From the above representation we can identify that 67% of the respondents are agreeing with the above statement and 33% of the respondents are disagreeing with above statement. And when we segregate it majority of the respondents who are disagreeing with the statement are non- executives

3. Stressful

Table 3 Ratings Given by the Employees

| Ratings | 1 | 2 | 3 | 4 | 5 |
|-------------|----|----|----|----|---|
| Respondents | 10 | 15 | 30 | 37 | 8 |

Source: Secondary Data (Employee Satisfaction Survey)

1-Strongly Disagree, 2-Disagree, 3-Neutral, 4-Agree, 5-Strongly Agree

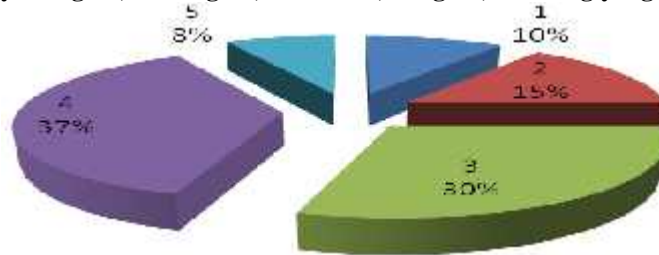


Fig 3 Stressful Work

From above representation we could identify that 67% of the respondents are agreeing that their work is stressful and 33% are disagreeing that work is stressful.

Now we are only considering the disagreeing percentage for all the three questions which spoil the industrial relations

Table 4: Dissatisfaction Levels of Executives and Non- Executives

| Questions | 1 | 2 | 3 |
|----------------|----|----|----|
| Executives | 17 | 60 | 70 |
| Non-Executives | 83 | 40 | 30 |

Source: Secondary Data (Employee Satisfaction Survey)

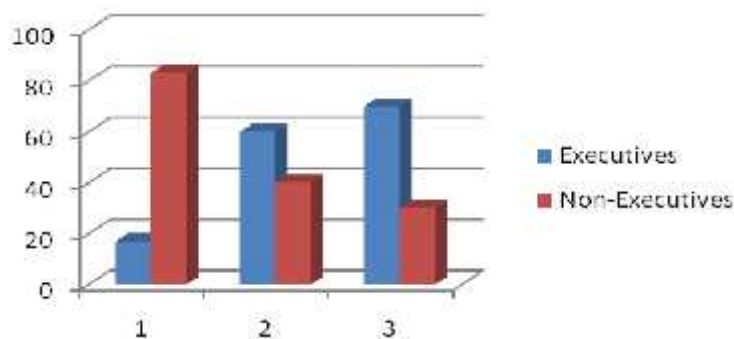


Fig 4. Graphical Representation of Dissatisfaction of Executives and Non- Executives



You can visit the above website to view the opinions of the employees, in which all the employees i.e 18,000 + employees feel difficulty in working at blast furnace where there is high temperature at the work place where most of them are non-executives. Iron ore get melted at 1000-1050 degree centigrade.

Now here is the reason why the respondents are not able agree with good industrial relations the temperature in steel plant is more when compared to rest of the places that pressure is been falling on the employees which is spoiling the employee relations. When there is no enough levels of oxygen to inhale then starts frustration to each individuals which show a very bad impact on their behavior with colleagues. Anxiety or restlessness, fatigue and headaches are also common symptoms of mild hypoxemia. A low blood oxygen level lasting for several days or longer is called chronic hypoxemia, and signs and symptoms will vary depending on the severity and duration. Fatigue, lethargy and irritability are common symptoms, as is impaired judgment.

The large majority of those infectious microbes that cause us so much illness and pain are ANAEROIC...a big word that means they live and proliferate best in environments where there is LITTLE OR NO OXYGEN."- Ed McCabe: Oxygen Therapies: A New Way of approaching Disease.

Workers can become asphyxiated by exposure to atmospheres deficient of oxygen, that can lead to serious injury or loss of life. Oxygen is the only component of the air we breathe capable of supporting life. Air is composed of approximately 21% oxygen, 78% nitrogen and other trace components.

Effects of exposure to low oxygen concentrations can include giddiness, mental confusion, loss of judgment, loss of coordination, weakness, nausea, fainting, loss of consciousness and death.

Warning: Exposure to atmospheres containing less than 10% oxygen can rapidly overcome a person and bring about unconsciousness without warning so they are incapable of helping themselves. Lack of sufficient oxygen can cause serious injury or death.

Conclusion

The main objectives of Industrial relations is to maintain industrial peace through good employee relations, but when this is not being possible by ecological imbalance that is having less oxygen levels at work place causes disturbances among the employees by having frustration and mental stress, so to reduce such kind of frustration and mental stress on need to maintain Green relations.

The word Green Relations explains that having enough plantations around the work place /place of survival, which will produce enough amounts of oxygen levels in atmosphere to maintain the oxygen levels of an employee, so that it doesn't affect his relationship with other employees or his work. And by which employee can avoid fatigue, stress, frustration at work place. So organizations should take necessary actions based on the man power in their organizations to have enough number of plantations with respect to man power present.

By doing this we have many advantages like economically , why this because retaining of employees is the most important task to administration and this can be made easy to them by maintaining employee relations. Most of the employee relations are spoiled by psychological factors only employee's having more frustration or undergoing more stress will behave abnormal, gets angry on colleagues especially we can observe in the cases of superior getting serious for small issues or no issues on subordinates, which may lead to termination of work by the subordinated with the harsh or strange behavior experienced from the superior. So if they have good environment when organizations are maintaining good number of plantations around the work place. Though the work is stressful they get relaxed by seeing the environment (plants and flowers) and take enough amount oxygen required by them. And when there is no stress and frustration while doing their work, they will definitely have good employee relations which help the organization in retaining of employees.

Next, important advantage is it protects the health of the worker/employee of an organization which helps the employee to work more effectively and efficiently, which in turn leads to the good productivity of the organization. And this activity in the organization comes under corporate social responsibility (CSR) because in the work place and surroundings of the work place is not only beneficial to the employees working there but also to the people who are going through that way or leaving nearby. A mature leafy produces in season oxygen required for 10 people in a year. So depending upon the man power and work place (if the work place is more polluted, more plantation), calculate number of trees to be planted in your workplace.

So plant trees/plants to have more plantations of employees and retention of employees who are the fixed asset of an organization.