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Sociology

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Introduction to Industrial Sociology

PART-1

Industrial Sociology : Nature, Scope and Importance of Sociology, Social Relations in Industry, Social Organization in Industry-Bureaucracy, Scientific Management, Human Relations.

CONCEPT OUTLINE : PART-1

Social Relation : A social relation or social interaction is any relationship between two or more individuals.

The healthy industrial social relations are key to the progress and success as well as the key to progress of individuals, management, industry and nation.

Scientific Management : It is the substitution of exact scientific investigations and knowledge for the old individual judgment or opinion in all matters relating to the work done in the shop.

Questions-Answers

Long Answer Type and Medium Answer Type Questions

Que 1.1. What is industrial sociology ?

OR

Define industrial sociology.

Answer

1. Industrial sociology is a discipline which deals with study and examination of interactions among the people working in the industry, but also the ways in which their roles are interrelated with other aspects of their lives.
2. The industry here refers to the place where the goods and services are produced for the consumption in an economy.
3. It is the place where every single person comes and interacts with each other for the process of production and consumption.

Que 1.2. Discuss the nature and scope of industrial sociology.

AKTU 2014-15, Marks 3.5

OR

What are the various types of Industrial Relations that are studied under the subject matters of Industrial Sociology ?

AKTU 2016-17, Marks 10

Answer**A. Nature of Industrial Sociology :**

1. Industrial sociology is both a science as well as an art.
2. It is a science because it involves objective and systematic methods of investigation and evaluation of social reality with empirical evidence and interpretation.
3. It also includes several social and physical sciences such as economics, psychology and rural sociology.
4. Industrial sociology can be summarized as 'the art of dealing with the problems of industrial life'.
5. Industrial sociology is both dynamic and static. Dynamism in industrial sociology is the development or progress while static refers to relationships.

B. Scope of Industrial Sociology :

1. The scope of industrial sociology is very wide because the world is dominated by industrialization. It is not limited upto society.
2. On the other hand it is narrow because it deals with those relations which are directly or indirectly has come up due industrialization.

Industrial Social Relation

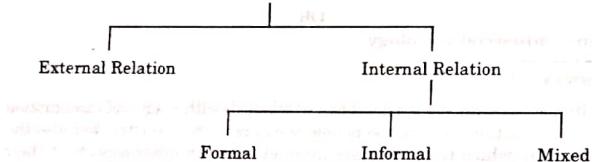


Fig. 1.2.1.

a. External Relation :

1. If industry, mill, factory have relation with other industry, mill, factory, government and social agencies it is called external relations.
2. Example : Factory, industry, mill, Government agencies, Entertainment agencies, Educational agencies, Society and general.

b. Internal Relation :

1. It tells us about social and interpersonal relation of individuals related directly or indirectly with industry.

2. If the industry is confined upto a single factory or industry it is called internal relations :

i. Formal :

1. These relations are made between individual in an industry on account of their work and positions.
2. Example : Interaction between two persons working in same factory and in different departments will be formal.

ii. Informal :

1. The personal and individual relations among the members of management and employees are called informal relations.
2. Example : Friendship, rivalry, enmity between two workers of a factory would be called informal relations.

iii. Mixed :

1. The relations which are not completely formal or informal are called mixed informal relations.
2. The relation of belongingness is personal and moving machine is performance of their duty and it becomes mixed relation.
3. Example : The workers moving heavy machine using collective efforts which create sense of co-operation and belongingness among workers.

Ques 1.3. Define the nature and scope of Industrial Sociology.

Comment : Industrial Sociology as an interdisciplinary branch.

AKTU 2013-14, Marks 10

Answer

A. Nature and Scope of Industrial Sociology : Refer Q. 1.2, Page 1-2U, Unit-1.

B. Industrial Sociology as an Interdisciplinary Branch :

1. Economics concentrates on such matters as prices, wages, profits, full employment, finance, monopoly, marketing, taxation, etc. But none of these sciences focuses its attention on the social or human aspects of industrial organizations. This task is done only by industrial sociology.
2. The new socio-political and economic orders that emerged due to these real life changes, birthed a new era in social life, giving rise to individualism, democracy, capitalism and the research for efficient systems of living and operating.
3. Anthropology and Sociology are related disciplines, about the comparative study of human beings and the societies they live in through the application of theoretical approaches and the use of qualitative and quantitative methods.

4. Industrial psychology contributes in building the job related skills i.e., understanding job analysis, employee selection, performance appraisal, industrial training, job satisfaction, leadership, and work conditions etc and industrial sociology familiarizes the students with the issues of industrial development in India, industrial policies, industrial disputes and its settlement.

Que 1.4. What is the importance of industrial sociology ?

Answer

Importance of industrial sociology is as follow :

1. It helps to understand the complex problems and maintain social order in a scientific and systematic way in the period of conflict, strike etc.
2. It covers a large area. It is divided into many branches : Rural sociology, criminology, urban sociology etc.
3. It has contributed to build today's world. This subject gives us insight.
4. Example : How industrialization has affected over joys and sorrow of our daily lives and work.

Que 1.5. Explain the social relations in industry. What is the importance of social relations in industry ?

Answer

A. Social Relation :

1. A social relation or social interaction is any relationship between two or more individuals.
2. The healthy industrial social relations are keys to the progress and success as well as the key to progress of individuals, management, industry and nation.
3. Effective industrial relations mean industrial peace necessary for better and higher production.

B. Importance of Social Relations in Industry :

a. Reduction in Industrial Dispute :

- i. Cordial industrial relations help in reducing industrial disputes.
- ii. It promotes industrial peace with cordial industrial relations; disputes can be settled through co-operation.

b. Mental Revolution : Effective relations bring mental revolution among employees which bring complete overhaul in the outlook of employees.

c. Economic Growth and Development : Effective industrial relations lead to increase efficiency and higher productivity, which ultimately results in economic development.

- d. **Discourages Unfair Practices :** Industrial relations leads to formation of machineries in order to solve problems confronted by management, employees and unions through mutual understanding and negotiations to which both parties are bound; this results in banning of unfair management and labour practices.

Que 1.6. Explain the development of industrial sociology.

OR

Discuss the different stages of development of industrial sociology.

Answer

Phases of Industrial Sociology :

a. **Politically-Speculative Phase :**

1. Initiated by the French socialist based on opinion by guess on political condition.
2. This group supported :
 - i. Change in distribution of labour after period of 2 hours.
 - ii. Social harmony and good relations.

b. **Social, Historical and Political Phase :**

1. Initiated by English socialist based on study of social historical and political condition.
2. This group supported :
 - i. Abolishment of child labour.
 - ii. Concern into inequality of social condition.

c. **The Age of Revolution :**

- i. **The Enlightenment 17 and 18 Century :** It helped to develop attitude of mind that we call as secular, scientific and humanistic.
- ii. **The French Revolution 1789 :** It questioned privileges given on the basis of hereditary system and set up the idea of liberty, equality.

iii. **The Industrial Revolution 18th Century 1760 :**

1. It set up the major application of science and technology and new way of organizing labour and market.
2. Industrial sociology analyzed the development in industrial society, production system to bring changes in social life.

d. **Karl Marx and the Theory of Class Struggle :**

1. He advocated an end of oppression and exploitation of society.
2. Class struggle was the major driving force of change in society which has three processes – economic, social and political.

e. **Emile Durkheim and Division of Labour :** He supported the development of society on recognition of moral and facts which could be observed via social behaviour.

- i. **Mechanical Solidarity** : Primitive society – individual member, small population, self sufficient etc.
- ii. **Organic Solidarity** : Modern society – heterogeneity of its members, large population, impersonal relations etc.
- f. **Max Weber and Bureaucracy** :
- He favoured three types of authority: traditional, charismatic and rational-legal.
 - Bureaucracy is a mode of organization which means separation of the public from the domestic world.

Que 1.7. How does sociology differ from psychology ?

Answer

S.No.	Sociology	Psychology
1.	Definition	Sociology is the study of group behaviour within a society.
2.	Focuses on	Behaviour of groups, interpersonal relationships, negotiating conflict, effect of social systems, response to certain social systems.
3.	Purpose	To understand how a community acts like a whole. Also helps understand cultural differences.
4.	Number of Participants	Large groups of people such as communities.
5.	Uses	Understand how a society functions and how each society differs from each other. Insight into different social cultures.

Que 1.8. Differentiate between sociology and anthropology.

Answer

S.No.	Sociology	Anthropology
1.	Study of human societies and cultures and their development.	Study of the development, structure, and functioning of human society.
2.	Focuses on culture and community.	Focuses on social problems and institutions.
3.	Uses quantitative data.	Uses qualitative data.
4.	Areas like art, gender, language, and religion.	Areas like social class, social stratification, social mobility, law, etc.
5.	Traditionally focused on western societies.	Traditionally focused on non-western societies.

Que 1.9. Compare the scope of Anthropology with that of Sociology. How these two branches of social sciences are related to each other ? Explain.

AKTU 2016-17, Marks 10

Answer

A. Comparison :

- Scope of Sociology is limited, for it is concerned with contemporary rural and urban societies only. Part-science because it deals with society and culture of rural and urban populations.
- Scope of Anthropology is universal, for it is concerned with the whole of humankind in space and time. It is a whole science because it deals with the totality of biology, culture and society of all varieties of humankind.
- Sociology studied marriage and family of urban societies.
- Anthropology studied marriage, family, and kinship, political and religious life of the primitive societies.

B. Relation :

- Both the sciences study human society, how societies are organized and how humans interact and behave within them.
- Both fields share some detailed interests in the same theory, methods, historical backgrounds, and scientific approaches.
- Both fields reject arguments that are solely based on human nature as the sole or overriding causative factor in a situation.

4. They consider that some aspects of human behaviour, culture and action may have nothing to do with the group or society as a whole, and seek to understand how people who form into social groups, or huge societies work, live, develop their thoughts, beliefs, norms and values.

Que 1.10. How does sociology differ from industrial sociology ?

Explain.

Answer

1. The scope of sociology is much wider than that of industrial sociology.
2. In sociology one studies all aspect of society and kinds of social relation but in industrial sociology one studies only human relations which have come up as the result of industrialization.
3. In fact industrial sociology is the impact of industrialization whereas sociology makes a general study of the wide spectrum of social relations.

Que 1.11. How French Revolution lays the foundation of change

in industrial growth ?

AKTU 2015-16, Marks 10

OR

What are ages of revolution and what changes French Revolution brought on the society ?

AKTU 2013-14, Marks 10

Answer

A. Ages of Revolution :

1. It is the period from approximately 1775 to 1848 in which a number of significant revolutionary movements occurred on both sides of the Atlantic Ocean in Europe and the Americas.
 2. The period is noted for the change in government from absolutist monarchies to constitutionalist states and republics.
- B. Changes Brought by French Revolution :**
1. The French Revolution began in 1789 and ended in the late 1790s with the ascent of Napoleon Bonaparte.
 2. The French Revolution made the foundation of change in industrial growth.
 3. The French Revolution & Industrial Revolution were the twin blows created in men's minds by the weakening of the old system.
 4. Europe then was passing through a period of immense changes which had set in with the French and the Industrial Revolutions. It was called scientific and commercial revolution.
 5. In terms of the immediacy and sheer massiveness of the impact on human thought and values, it would be difficult to find revolutions of comparable magnitude in human history.

6. During the early 19th century, there was a large population growth caused by the improvements of the Agricultural Revolution of the 18th century.
7. It emerged as a reaction to modernity, capitalism, urbanization, rationalization and expanded methodologically with the passage of time.
8. The new industrial capitalism although improved the quality of life but it also led to creation of urban centres, population boost and realization of problems such as exploitation, housing, health, slum development etc., which became problems and issues of sociology.

Que 1.12. What are the social and political effects of industrial revolution ?

AKTU 2016-17, Marks 10

Answer

A. Social Effects of Industrial Revolution :

1. ✓ The nature of work in factories was worse. Long working hours, monotonous labour, and widespread employment of children grew the issues of health.
2. ✓ Low wages resulted in crowded housing, inadequate sanitation, and inadequate diets.
3. Serious environmental changes took place. Coal was the universal fuel to power factories and heat homes.
4. Population explosion and expanding labour force.
5. Creation of new jobs & encouragement of technological progress.

B. Political Effects of Industrial Revolution :

1. Child labour laws were introduced to end abuses. ✓
2. Reformers started urging equal distribution of wealth.
3. Trade unions were formed for benefits of workers.
4. Social reform movements started.
5. Reform bills in Parliament and Congress.

Que 1.13. How industrial revolution evolved industrialization in India ?

AKTU 2015-16, Marks 10

Answer

1. ✓ India was called the Industrial Workshop of the world during 17th and 18th century.
2. Industrial Revolution made impact on the modernization of India's economy in the following four major sectors of the economy : primary, secondary, tertiary, and quaternary.

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3. The India's industrial revolution happened during 1775-1850; the same as Britain. The industrial revolution was made in Britain, but it was founded by India.
4. India had large scale private industry between 1850 and 1947 with the development of many plantations like jute, cotton and steel but it was under control of Britain.
5. With the attempt of East India Company Jamshedji set up Tata Iron and Steel Plant in 1907.
6. During inter war period output of cotton piece goods, steel products, paper increased substantially.
7. During Second World War rapid growth of key industry in India was observed.
8. The output of expansion of large scale industries was made.
9. Technical training and education was lacked so proper development was not seen.
10. After independence India made various policies to protect, promote and develop industries.

Que 1.14. What is the role of Max Weber in the development of industrial sociology ?

OR

"Max Weber was a great sociologist". Comment.

Answer

1. Max Weber made contributions to the study of sociology, economy, law administration and religion.
2. Weber distinguished social action from social behavior, noting that social action must be understood through how individuals subjectively relate to one another. Study of social action through interpretive means.
3. His most meaningful contributions to industrial sociology are three forms of authority : traditional, rational - legal and charismatic.
4. He applied the principles of understanding the subjective meanings of the social actions.
5. He supported the form of administration based rational/legal authority, characterized by impersonal writing, a hierarchy of position, a clear distinction between the individual who hold them and recruitment on the basis of formal qualification.
6. The rules and regulations are laid down by the top administration with the benefits of (i) standardise operations and decisions, (ii) promotion and selection on bureaucracy are based on technical qualification, competency and performance.

Que 1.15. Write short note on Karl Marx.

1-12 U (Sem-5 & 6)**Introduction to Industrial Sociology**
Answer

1. Karl-Marx was from Germany but spent most of his intellectually productive years in exile in Britain.
2. His radical political views led him to be exiled from Germany, France and Austria.
3. Though Marx has studied philosophy but he was not a philosopher. He was a social thinker who advocated an end to oppression and exploitation. He believed that scientific socialism would achieve this goal.
4. To that end he engaged in a critical analysis of capitalist society to expose its weaknesses and bring about its downfall.
5. Marx argued that human society had progressed through different stages. These were : primitive communism, slavery, feudalism and capitalism was the latest phase of human advancement, but Marx believed that it would give way to socialism.

Que 1.16. What is the contribution of Karl Marx in the development of industrial sociology ?

Answer

1. Marx retained the idea that the world was dialectical, and therefore constantly changing through struggle.
2. But instead for a struggle between pure ideas he came to see society as driven by a struggle between conflicting material interests.
3. Marx was on his way towards developing a dialectical and materialist way of looking at the world.
4. He advocated socialism-equal rights and opportunity to all. He opposed oppression and exploitation and believed in scientific socialism.
5. He argued that human society had progressed through different stages : primitive, communism, slavery, feudalism, capitalism and, socialism.
6. Capitalist society would be transformed by its victims, the working class, who would unite to collectively bring out a revolution to overcome it and establish a free and equal socialist society.

Que 1.17. Give a comparative study of the visions of Karl Marx and Max Weber.

AKTU 2016-17, Marks 10

Answer

1. During the nineteenth century, Karl Marx and Max Weber were two of the most influential sociologists. Both of them tried to explain social change having place in a society at that time.

1-13 U (Sem-5 & 6)

Sociology

2. Marx was only concerned with the economic issues and believed that issue is a central force that changed the society.
3. Weber tried to look at the macro-sociological phenomenon in his explanation. Weber felt that there is just more than one explanation about causes of change.
4. Marx states that these modes of production are primitive communism, slave society, feudalism, capitalism, and then socialism and communism.
5. Weber felt that scientific, historical, and philosophical causation was so connected with economic development that they cannot be considered separately as causes of change in the society.
6. Marx was concerned with the structure of society rather than the meaning. He thought that it is the class structure which gave power to the classes.
7. Weber felt that once feudalism had been abolished so was the class system. Class in feudal era was determined by one's blood line. If one were a serf then one's son or daughter would be born into the same class status. The same would hold true for any other social status.

Que 1.18. What is the contribution of Emile Durkheim in the development of industrial sociology?

Answer

1. Durkheim created one of the first scientific approaches to social phenomena. Durkheim examined how social order was maintained in different type of societies.
2. He focused on the division of labour and examined how it differed in traditional societies and modern societies.
3. He argued that traditional societies were 'mechanical' in nature and were held together by the fact that everyone was more or less the same, which led to shared identities and a collective conscience that unite them into one.
4. In traditional societies people lived in communities which were self-sufficient and knit together by the common job and heritage, which means social norms are strong and social behavior is well-regulated.
5. On the contrary, in modern societies, the highly complex division of labour resulted in 'organic solidarity'.
6. Different specializations in employment and social roles create dependencies that tie people to one another, as people could not fulfill all their needs themselves.
7. In modern societies people earn money and have to be dependent on others, who specialize in producing different things to meet their needs.
8. Durkheim also tried to establish relationship between the kind of solidarity in a society and the corresponding law system.

1-14 U (Sem-5 & 6)

Introduction to Industrial Sociology

Que 1.19. Explain the role of Hawthorne experiments in the development of industrial sociology. **AKTU 2014-15, Marks 06**

Answer

1. The Hawthorne experiments were groundbreaking studies in human relations that were conducted between 1924 and 1932 at Western Electric Company's Hawthorne Works in Chicago.
2. Originally designed as illumination studies to determine the relationship between lighting and productivity.
3. In 1927 a research team from the Harvard Business School was invited to join the studies after the illumination tests drew unanticipated results.
4. Two additional series of tests, the relay-assembly tests and the bank-wiring tests, followed the illumination tests.
5. Concluded by 1932, the Hawthorne studies, with emphasis on a new interpretation of group behavior, were the basis for the school of human relations.
6. **Illumination Test :** The basic idea was to vary and record levels of illumination in a test room with the expectation that as lighting was increased, productivity would too.
7. **Relay-assembly Test :** The relay-assembly tests were designed to evaluate the effect of rest periods and hours of work would have on efficiency.

Que 1.20. "Industrial sociology plays pivotal role in engineering".

Comment.

Answer

1. Industrial sociology deals with direction and implications of trends in technological change, globalization, labour markets, work organization, managerial practices and employment relations to the extent to which these trends are intimately related to changing patterns of inequality in modern societies.
2. Industry is not limited up to economical or technical organization, it has become social organization and society has crossed the era, it has become industrial society. Today, the concept of engineering, industry and society has been changed.
3. It works for changing the experiences of individuals and families; the ways in which workers challenge resist and make their own contributions to the patterning of work and shaping of work institutions.
4. It is especially concerned with social relations and their bearing on industrial phenomena.

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5. It is bringing radical and innovative changes in development of new organizational forms.
6. It creates understanding of industrial forces.
7. The impact of industry and technology on the life of the community and the responsibilities of employer towards organizations to maintain the quality of life.

Que 1.21. Explain the pillars of industrial sociology.**OR****Explain social foundation of industrial sociology.****Answer**

Following are the pillars of industrial sociology :

A. Psychological Foundation of Industrial Sociology :**i. Psychology of Industry :**

1. There are many things in industry where the assistance of psychologist is particularly desirable.
2. Example : for conducting psychological test for selection of qualified person for a particular job.

ii. Individual Differences :

1. Human beings differ from each other in respect of intelligence, interest aptitudes, abilities, personality (internal, external).
2. These are called individual differences.

iii. Personal Adjustment : In a factory, mill or industry each worker has to make his adjustment with the environment surrounding him.**B. Social Foundations of Industrial Sociology :** Man cannot live alone even working in an industry. He comes into contact with other workers and deals with all kinds of people. So study of social foundation of industrial sociology is very important.**i. Worker and Social Progress :**

1. The movements for social progress were accompanied by movements for the improvement in the condition of industrial workers.
2. Great stress was placed on providing social security to the workers.

ii. Workers Department and Welfare Scheme : Most modern nations have created workers department which undertake the task of safeguarding the right of workers and working environment for their betterment.**iii. Industrial Management :** A scientific industrial management implies the establishment of a management under which all the elements of production are most efficiently employed.**1-15 U (Sem-5 & 6)****Introduction to Industrial Sociology****1-16 U (Sem-5 & 6)****Que 1.22. What is scientific management ? What is its applicability today ?****Answer****A. Scientific Management :**

1. Scientific management is the substitution of exact scientific investigations and knowledge for the old individual judgment or opinion in all matters relating to the work done in the shop.
2. It is a thoughtful, organized, human approach to the job of management as contrasted with hit or miss, rule of thumb.
3. It includes finding the most efficient methods of production, scientific selection and training of workers, proper distribution of work achieving cooperation between workers and management.
4. The application of scientific approaches in solving managerial problems is called scientific management.
5. Scientific management in its attempt to promote efficiency in the workplace, become important to offer the greatest amount of service to the public in the least amount of time while expending the least amount of resources.

B. Application of Scientific Management :

1. Deciding or planning the work in advance.
2. Putting right man for the right job.
3. Determination of standards of performance.
4. Suggest right movement of work and elimination of unnecessary flow of work.
5. Introduction of incentive wage plane.
6. The improvement of worker-management relationship.

Que 1.23. Give characteristics of bureaucracies.**Answer****Essential Characteristics of Bureaucracies :**

- i. **Hierarchy with Assignments Flowing Downward and Accountability Flowing Upward :** The organization is divided into clear-cut levels where each level assigns responsibilities to the level beneath it, while each lower level is accountable to the level above for fulfilling those assignments.
- ii. **Division of Labour :** Each member of a bureaucracy has a specific task to fulfill, and all of the tasks are then coordinated to accomplish the purpose of the organization.

iii. Written Rules :

1. In their attempt to become efficient, bureaucracies stress on written procedures.
2. In general, the longer a bureaucracy exists and the larger it grows, the more written rules it has.
3. The rules of some bureaucracies cover just about every imaginable situation.

iv. Written Communications and Records :

1. Records are kept of much of what occurs in a bureaucracy.
2. Consequently, workers in bureaucracies spend a fair amount of time sending memos back and forth.
3. They also produce written reports detailing their activities.

v. Impersonality :

1. It is the office that is important, not the individual who holds the office.
2. You work for the organization, not the replaceable person who heads some post in the organization.
3. Consequently, members of a bureaucracy owe allegiance to the office, not to particular people.

Que 1.24. Explain the merits and demerits of Bureaucracy.

Answer**A. Merits :**

1. There is a high degree of division of work at operative and administrative level which leads to the specialization of work.
2. The rules and procedures are laid down by the top administration which standardize operation and decisions as well as ensures equality of treatment to everybody.
3. Promotions in bureaucracies are based on technical qualification and performance which encourages system of selection.

B. Demerits :

1. There is hierarchy of authority in the organization which creates sense of command and control where an organization needs co-operation and co-ordination for proper development.
2. There is impersonality of relations among organization members. The decisions are guided by rules and regulations which are totally impersonal and there is no place or importance for emotions and sentiments.

Que 1.25. Write an explanatory note on Braverman's Labour Process Theory.

AKTU 2014-15, Marks 05

Answer

1. The name of Harry Braverman is related with Labour Process Theory.
2. According to Braverman, the pursuit of capitalistic interest ultimately leads to deskilling and routinisation of the workers.
3. He demonstrated several mechanisms of controlling the blue collar and white collar workforce in the factories.
4. His key contribution is deskilling thesis.
5. He said that capitalist owners and managers were incessantly driven to deskill the labour force to lower production costs and ensure higher productivity.
6. Deskilled labour is cheap and above all easy to control due to worker's lack of direct engagement in the production process. In turn the work becomes intellectually or emotionally unfulfilling.
7. The lack of capitalist reliance on human skill reduces the need of employers to reward workers in anything but a least of economic way which is called Labour Process Theory.

Que 1.26. Can Industrial Sociology provide solutions to the problems being faced by Indian Industries today ?

Answer

Industrial Sociology provides solutions to the problems being faced by Indian Industries :

1. Industrial sociology has been of great help in finding solutions to many of the industrial disputes and instances of industrial unrest.
2. It has reduced the gap between industrial management and industrial workers it has also helped both to develop friendly relations.
3. Industrial Sociology has stressed upon the important role of trade unions in settling industrial disputes.
4. It has thrown light upon the problems of industrial workers. It has suggested ways and means of improving the living conditions of workers.
5. Various industrial sociological studies have impressed upon the management and the government the need to undertake social security measures for promoting labour welfare.
6. Industrial sociology studies the relations between man's industrial activities on the one hand, and his political, economic, educational and other activities, on the other.
7. Industrial sociology also analyses the processes of industrialization and urbanization, their magnitude and their mutual interaction.
8. Industrial sociology plays a vital role in contributing to planned industrial growth.

Que 1.27. Write a brief note on the Gandhian concept of industrialization.

AKTU 2013-14, Marks 06

Answer

1. Gandhi can be called one of the greatest labour leaders of modern India. His approach to labour problems was completely new and refreshingly human.
2. He held definite views regarding fixation and regulation of wages, organization and functions of trade unions, necessity and desirability of collective bargaining, use and abuse of strikes, labour indiscipline, workers participation in management, conditions of work and living, and duties of workers.
3. Gandhiji laid down certain conditions for a successful strike. These are as follows :
 - a. The cause of the strike must be just and there should be no strike without a grievance.
 - b. There should be no violence.
 - c. Non-strikers or "blacklegs" should never be molested.
4. He was not against strikes but pleaded that they should be the last weapon in the armory of industrial workers and hence should not be resorted to unless all peaceful and constitutional methods of negotiations, conciliation and arbitration are exhausted.
5. His concept of trusteeship is a significant contribution in the sphere of industrial relations. According to him, employers should not regard themselves as sole owners of mills and factories of which they may be the legal owners.
6. In short, the theory of trusteeship is based on the view that all forms of property and human accomplishments are gifts of nature and as such, they belong not to any one individual but to society.
7. Thus, the trusteeship system is totally different from other contemporary labour relations systems. It aimed at achieving economic equality and the material advancement of the "have-nots" in a capitalist society by non-violent means.

VERY IMPORTANT QUESTIONS

Following questions are very important. These questions may be asked in your SESSIONALS as well as UNIVERSITY EXAMINATION.

- Q. 1.** Define the nature and scope of Industrial Sociology.
Ans: Comment : Industrial Sociology as an interdisciplinary branch.

Ans: Refer Q. 1.3.

- Q. 2.** Compare the scope of Anthropology with that of Sociology. How these two branches of social sciences are related to each other ? Explain.

Ans: Refer Q. 1.9.

- Q. 3.** What are ages of revolution and what changes French Revolution brought on the society ?

Ans: Refer Q. 1.11.

- Q. 4.** What are the social and political effects of industrial revolution ?

Ans: Refer Q. 1.12.

- Q. 5.** How industrial revolution evolved industrialization in India ?

Ans: Refer Q. 1.13.

- Q. 6.** Give a comparative study of the visions of Karl Marx and Max Weber.

Ans: Refer Q. 1.17.

- Q. 7.** Explain the role of Hawthorne experiments in the development of industrial sociology.

Ans: Refer Q. 1.19.

- Q. 8.** Write an explanatory note on Braverman's Labour Process Theory.

Ans: Refer Q. 1.25.



2

UNIT

Rise and Development of Industry

Part-1 (2-2U to 2-18U)

- Early Industrialism
- Types of Productive System : The Manorial or Feudal System, The Guild System, The Domestic or Putting-out System and the Factory System
- Characteristics of the Factory System
- Causes and Consequences of Industrialization
- Obstacles to and Limitations of Industrialization

A. Concept Outline : Part-1 2-2U
B Long and Medium Answer Type Questions 2-2U

2-1 U (Sem-5 & 6)

2-2 U (Sem-5 & 6)

Rise and Development of Industry

PART-1

Early Industrialism, Types of Productive System : The Manorial or Feudal System, The Guild System, The Domestic or Putting-out System and the Factory System, Characteristics of the Factory System, Causes and Consequences of Industrialization, Obstacles to and Limitations of Industrialization.

CONCEPT OUTLINE : PART-1

Early Industry: It is the simple transformative industry represented by early hunters and agriculturalist.

Types of Productive System :

1. The Manorial or Feudal System
2. The Guild System
3. The Domestic or Putting-Out System
4. The Factory System

Industrialization : It is the process of social and economic change whereby a human group is transformed from a pre-industrial society into an industrial one.

Questions-Answers

Long Answer Type and Medium Answer Type Questions

Que 2.1. Explain early industry.

Answer

1. Industry means applications or utilization of tools in order to achieve output.
2. Hence, industry can be said to be as old as mankind and man is industrious because he is intelligent.
3. The earliest type of industry is the simple transformative industry represented by early hunters and agriculturalist.
4. The tools used by the transformative industry were simple bows, arrows and spears for hunting; plough and hoe for cultivating fields.
5. Urban areas were small and people worked as artisans, tradesmen, common labourers, servants and domestics.

6. Most of the workforce was dispersed, working as tenant farmers or peasants on small plots of land, spinning thread or weaving cloth at home, or in a small workshop with other craftsman or even out on the streets, peddling goods.
7. People had difficult working conditions-long hours, harsh treatment, many lived close to the margin of subsistence-but also enjoyed considerable autonomy in their work, had close contact with family and workmates, and sufficient time off from work for religious holidays and personal predilections.
8. These shows how early industrialization has brought a base for industrial development.

Ques 2.2. What do you know about early industrialization ? Give a brief account during ancient and medieval period.

AKTU 2013-14, Marks 06

Answer

A. Early Industrialization : Refer Q. 2.1, Page 2-2U, Unit-2.

B. Industrialization during Ancient Period :

1. In the ancient period there was virtually no industry in India. The main concern of humans during the primitive period was merely to provide for food and physical protection.
- ✓ The means which were adopted by him to meet these ends were symbolic of his industrial effort.
- For food the primitive man used to hunt animals and gather wild vegetables and fruits. For hunting he employed bow and arrow and certain instruments made by sharpening stone.
- All primitive weapons were made either of wood or stone. These weapons were symbols of industrial development of that period.
- Besides, making fire by friction of stone or bamboos was industrial miracle of that time.

C. Industrialization during Medieval Period :

1. During this period, a number of manually operated machines were fabricated. Man also began using animal power to meet his ends.
2. The signs of industrialization, production of goods in excess of consumption and stocking of these came in evidence at that time.
3. The exchange of goods and division of labour also began.
- ✓ As a consequence, different industries started operating separately. For example, blacksmith, carpenter and weaver set up independent units. Thus began the specialization of jobs.

Ques 2.3. Explain the Feudal or Manorial system.

AKTU 2013-14, Marks 05

OR

What is Feudal system ? Write down the characteristics of Indian Feudal System.

Answer

A. The Manorial or Feudal System :

1. The primary industry was agriculture.
2. It was social and economical system which emerged in European society in the middle age (9th to 12th century).

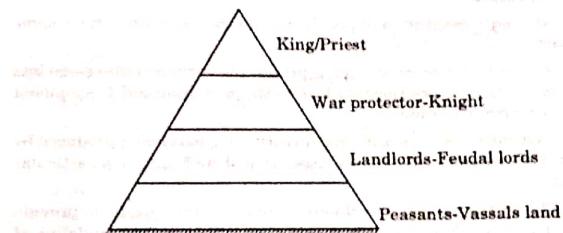


Fig. 2.3.1. Structure of Feudal Society.

3. Feudal society was characterized by military, landlords and working peasants.
4. The basic aim of the system was to grant land in return for military service.

5. The centre of the feudal system in medieval Europe was the King.

B. Features of the Manorial or Feudal System :

1. Each group of society got its own identity, social and economic security.
2. It gave rise to a hierarchy of rank.
3. The vassal made the condition to provide military service to the lord.
4. A new relation emerged in the society (relation between landlord and peasants).
5. It gave protection of army to the country.

C. Causes of the Manorial or Feudal System :

1. To provide the protection, the King required regular income (agriculture).
2. Life became complex, man wanted to channelise his life.
3. A new relation grew between peasants and lords.

D. Results of the Manorial or Feudal System :

1. 11th century onward urban town started coming up.
2. Due to urbanization feudal system started declining.

3. Vassals started agitation against the feudal lords.

Ques 2.4. Define the guild system and write the causes of decline of guild system.

OR

Give the characteristics of guild system. Also explain the reasons for decline of guild system.

Answer

A. Guild System :

1. A guild is an organization of people who do the same job or have same interest.
2. In guild system trade association representing various trades came into existence. These associations worked for the promotion and development of their respective trade.
3. It started supervising quality and quantity of goods being produced by these trade associations. It is an association of craftsman in a particular trade.
4. A guild had the exclusive right to produce certain goods or provide certain services. Sometimes it is said that guilds are the guideline of modern trade unions.
5. Two types of guilds were established :

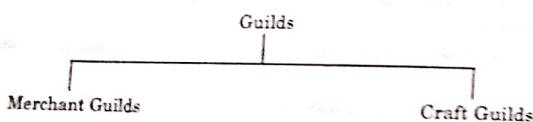


Fig. 2.4.1.

- i. **Merchant Guilds :** They look after the interest of businessman. They demand justice from government.
- ii. **Craft Guilds :**
 1. Associated by the craftsman carrying particular craft.
 2. They worked for the promotion and protection of the craftsman.
 3. They arranged weekly market to sell their products.

B. Features of Guild System :

1. It has place of pride in the history of industrial development.
2. It maintained social harmony and unity.
3. It created specialization in profession.

C. Decline of Guild System :

- i. **Internal Decline :** The rights and functions of officials was not well defined which gave rise to the conflicts. There were always conflict between the goldsmith and silversmith.
- ii. **External Decline :** Under this system there was one group of traders who were manufacturers on other hand there were middle men. The middle men started exploitation of the manufacturers. They acted as the modern capitalist. They took over control of raw materials and others.

Ques 2.5. Comment on the State of industry in the Guild System.

AKTU 2013-14, Marks 10

Answer

Guild socialism was partly inspired by the guilds of craftsmen and other skilled workers which had existed in England during the middle ages.

1. In many communities the numbers of practitioners in a particular trade were not sufficient enough to form their own independent guild.
2. These trades would then be allied with other trades that were comparable in materials or skills.
3. The guild reflected a predilection for ordering society. Each guild set the terms of its craft: the forms of labor, standard of product, and methods of sale.
4. No less important were the craft guilds, the associations of artisans of a particular industry, e.g., the weaver's guild.
5. These grew with great rapidity as towns developed in the 12th century and tended to share power with the merchants or even, in some cases, to supplant them in power.
6. Medieval guilds held a monopoly of trade within the town in which they operated. During the 18th century, however, guilds came under increasing criticism for hindering free trade and technological development and transfer.
7. In contrast to the land-bound serfs, townspeople of the middle ages were free. Some engaged in commerce and formed groups known as merchant guilds.
8. Medieval craftsmen employed simple hand tools; a workman's own skill determined the quantity and quality of his output.
9. Group of artisans engaged in the same occupation, e.g., bakers, cobblers, stone masons, carpenters, etc., would associate themselves together for protection and mutual aid.
10. The guild system non-competitive and adapted to an expanding economy. After 1250, economic expansion slowed and the guilds had to face new and competitive conditions.

Que 2.6. Write down in brief about domestic or putting-out system.

AKTU 2016-17, Marks 10

Answer

- A. Domestic or Putting-Out System :**
1. Under putting out systems the head of the family was the master of works.
 2. He used to control entire production and whole administration was under his control.
 3. The head of the family used to provide the raw materials and manufacture goods.
 4. All process of production was under his control and supervision. It developed the cottage industry.

B. Characteristics of Domestic System :

1. Workers work at home and manufactured individual article.
2. Articles were brought to a central place of business.
3. The articles were assembled and sold in the open market.
4. The workers make larger amount of profits.
5. The workers could work at their own speed while at home.

C. Decline of Domestic System :

1. It gave rise to the middle man and the money lenders who ruined the domestic system.
2. The money lender exploited each and every opportunity.
3. The capitalist invested huge amount into industry and mechanizing it and made control which hit the domestic system.
4. Industrial Revolution.

Que 2.7. Explain the Putting Out System. What are the advantages and disadvantages of putting out system ?

AKTU 2013-14, Marks 10

Answer

A. Putting Out System : Refer Q. 2.6, Page 2-7U, Unit-2.

B. Advantages :

1. As the women of a family usually worked at home, someone was always there to look after the children.
2. Conditions of work were better as windows could be open, people worked at their own speed and rested when they needed to.

3. Tension in the work place was minimal as the family worked as a unit.
4. The workers involved could work at their own speed while at home or near their own home.
5. The advantages to the merchant-employer were the lower wage costs and increased efficiency due to a more extensive division of labor within the craft.

C. Disadvantages :

1. It brought the sense of child labour.
2. The production was very slow and the finished product was simply not enough to, in the case of textiles, cloth the fast growing population of the United Kingdom.
3. It was very difficult to control workers and get them to produce work on time, especially at harvest because they need time to farm.

Que 2.8. What do you mean by factory system ?

OR

Explain the development of factory system.

OR

What was the impact of factory system ?

AKTU 2013-14, Marks 05

Answer

A. Factory System :

1. Decline of domestic systems gave birth to the modern industry.
2. Development of machines organized the labour. The machine brought all the workers at one place.
3. The factory owner started supervising and became close to the workers.
4. Competition started between the owners. Long hour work, low wages, dangerous working conditions were imposed on workers. Entire family had to work on least wages.
5. Factory system was first adopted in England when the industrial revolution began.
6. People realized the importance of developing a more efficient organized form of production than the traditional methods of employing workers to work at home called domestic system. This led to the construction of large manufacturing set up.
7. The efficiency of factories increased and workers were paid by wages.
8. Decentralization of work was replaced by central factory. It started giving advantages to the employers as well as employees.

B. Positive Impact of Factory System :

1. Increase in efficiency of production.

2. Machines were brought in a central factory.
3. Management system was introduced.
4. The production system entered into mechanized system.
5. The labour cost increased.
6. The factory system developed through several phases.
7. Many factories became well structured.

C. Negative Impact of Factory System :

1. The harsh condition of factory system gave birth to trade union.
2. Child labour was major part of factory system.
3. The place for workers was unsafe and dangerous.

Que 2.9. Discuss the characteristics and benefits of factory system.

AKTU 2016-17, Marks 10]

Answer**A. Characteristics of Factory System :**

1. Large number of workers started working under one roof of the factory.
2. Production was done with heavy and advanced machines.
3. Use of technology and power in production.
4. Factory work was organized but monotonous.
5. Working condition of workers include long working hours and dangerous working condition.
6. Workers were exploited and given low salary.
7. Factory system started becoming globalized.
8. Laws protecting the workers and controlling factories implemented.
9. Poor health was frequently seen among workers.
10. Women and children employed as workers.
11. Factory system led to crowded, substandard housing and poor sanitary condition for the workers.
12. Factory system set up globalization.
13. Emergence of trade union.

B. Benefits of Factory System :

1. The quality of many machine operations such as sewing was superior to hand methods.
2. Factories produced products on a much larger scale than the putting out or crafts systems.
3. Production of goods on a mass scale.
4. Standardization of products.

Que 2.10. What are the responsible factors for development of factories in India ?

Answer

1. Industrial revolution in England was the main factor that led to development of factory system in India.
2. The impact of the British rule, which was capitalist in nature based on private ownership of property, production of goods for markets and not for self consumption, large scale enterprises, profit motive, exchange of goods and services for money, specialization of skills, division of labour and marketing activities of buying, selling, risk bearing etc., contributed to the development of factories in India.
3. The modern means of transport and communication introduced by the British was found to be another important factor that contributed to the growth of factories in India. It resulted in expansion of markets.
4. The income of village artisans fell and they were compelled to migrate to cities and towns. Such migration led to concentration of a certain class of artisans like weavers, dyers, goldsmiths etc. in cities and towns.
5. The growth of factories in India after independence was the result of planned effort, under successive five year plans. The industrial policy of the country with its emphasis on establishment not only of capital/ producers goods industries but also of consumer goods played a significant role.
6. From all accounts, the government made a determined effort to industrialize the economy at as rapid a pace as possible. At the same time small scale units using simple tools and machinery co-exist with the large scale factory establishment.

Que 2.11. Define industrialization and list the characteristics of industrialization.

Answer

- A. Industrialization :** It is the process of social and economic change whereby a human group is transformed from a pre-industrial society into an industrial one.
- B. Positive Characteristics of Industrialization :**
 1. Growth and development of technology.
 2. Introduction of heavy machines in industries.
 3. Development of transportation and communication.
 4. Development of new agricultural techniques.
 5. Growth of trade and commerce.

6. Efforts of Indian government.
7. Division of labour based on specialization.
8. Importance of specialization and standardization.
9. Decline in superstitions.
10. Rational outlook.
11. Globalization, Liberalization, Privatization.
12. Change in status of women.

C. Negative Characteristics of Industrialization :

1. Decline of rural cottage industries.
2. Economic crisis and unemployment.
3. Class conflict.
4. Industrial disputes and accidents.
5. Crime and immorality.
6. Economic disparities.
7. Family disorganization.
8. Growth of slums.
9. Loss of values, natural life and humanity.
10. Materialistic outlook.
11. Commercialized entertainment.
12. Lossing social control.

Ques 2.12. Discuss the causes and consequences of industrialization.

AKTU 2015-16, Marks 10

Answer**A. Causes of Industrialization :**

1. Colonial expansion.
2. International trade.
3. Creation of financial market.
4. Split of India and China into many small kingdoms gave opportunity to England.

B. Other Important Causes of Industrialization :

1. Increasing demand due to increase in population.
2. Use of machine in cottage industry.
3. Demand of mechanization and improvement in the quality of products.
4. Growth and development of technology.
5. Growth of capitalism.
6. Growth of trade and commerce.

7. Decline of rural cottage industries.
8. Effort of Indian government.
9. Introduction of heavy machines in industries.
10. Development of new agricultural technique.
11. Development of means of transport.
12. Development of means of communication and Globalization.

C. Consequences of Industrialization :

- i. **Positive :**
 1. Quality production.
 2. Social and economical changes.
 3. Flow of product in the market.
 4. Inventions took place.
 5. More production in less time.
 6. Skilled and unskilled workers got job.
 7. Urbanization (Rise of town and cities).
 8. Employment opportunities.

ii. Negative :

1. Exploitation of natural resources and manual power.
2. Urbanization led to separation of home and workplace.
3. Change in family structure.
4. Health problem.
5. Environment pollution.
6. Population explosion.
7. Division of society-Rich and Poor.

Ques 2.13. Discuss the impact of industrialization on workplace, economy and society.

AKTU 2015-16, Marks 10

AKTU 2013-14, Marks 06

Answer

1. The impact of industrialization began first as a technological revolution, the application of mechanical power to manufacturing, which revolutionized not only the process of production but also society and the economy as a consequence.
2. The technological revolution was an interrelated succession of technological changes, with material advances in three areas; the substitution of mechanical devices for human skills; the use of inanimate power, especially steam and a marked improvement in the obtaining and working of raw materials.

3. During the Industrial Revolution, the economy experienced a shift from a traditional, labor-intensive economy based on farming and handicrafts to a more capital-intensive economy based on manufacturing by machines, specialized labor, and industrial factories.
4. With these changes came a new form of industrial organization, the factory system.
5. The development of large factories encouraged mass movements of people from the countryside to urban areas.
6. This new form of workplace organization created tremendous opportunities for both employers and employees.
7. There was an evolution in the technological and social organization of the workplace from the simple artisanal workshop toward large, centralized, places of production providing a division of labour and structured along the lines of the mass-production factory system.
8. Higher levels of productivity led to a search for new sources of raw materials, new consumption patterns, and a revolution in transportation that allowed raw materials and finished products to be moved quickly around the world.

Que 2.14. Examine the impact of industrialization on religion and morality in India.

AKTU 2014-15, Marks 05

Answer

A. Impact of Industrialization on Religion :

1. Decline of superstitions.
2. Development of religious tolerance.
3. Secular states.

B. Impact of Industrialization on Morals :

1. Rational outlook.
2. Materialist outlook.
3. Individualism.
4. Permissiveness in sex morals.
5. Increase in rates of crime.
6. Loosening of social control.

Que 2.15. What are the causes of indiscipline in Indian industries? Give suggestions to maintain discipline ?

AKTU 2016-17, Marks 10

Answer

A. The Causes of Indiscipline in Indian Industries :

1. Absence of effective leadership results in poor management in the areas of direction, guidance, instructions etc.
2. Management sometimes indulges in unfair practices like : wages and work allotment discrimination, wrong transfer & promotional policy etc.
3. Communication barriers and absence of humane approach on the part of superiors result in frustration and indiscipline among the workers.
4. Supervisor is the immediate boss of the workers and many disciplinary problems have their in faulty supervision and the attitude and behaviour of the supervisor may create many problems.

B. Suggestions to Maintain Discipline :

1. Code of conduct or discipline should be framed and followed.
2. Favouritism, nepotism and casteism should be avoided.
3. Educate employee to not continue with the problem.
4. Provide leadership training to managers so they learn to lead by motivating and inspiring their workers.
5. Establish a clear code of conduct that defines acceptable and unacceptable behaviours in the workplace.

Que 2.16. "Development of transport and commerce has given rise to the industries." Elaborate.

Answer

1. Developments in transportation and commerce were important aspects of the global process of industrialization.
2. Its innovation allowed products, people and information to be moved rapidly. Improved agricultural production fed the masses of workers who moved to the cities.
3. Railroads made bulk transportation cheaper and easier, especially railroads construction plays a vital role in industrialization.
4. Canals belonged to transportation system transformed the pattern of global maritime movements. For example, the Suez Canal linking Mediterranean Sea, Red Sea as well as the Indian Ocean.
5. The boat moves more cheaply than the pack animal, the wagon, or the railroad train, we find those waterways, the sea, the river, the canals are the routes of greatest commerce.
6. Now, the railway, the steamboat, and the motor truck make it possible for a backwoods district having one product in abundance to supply its

inhabitants with all the varieties of goods in the metropolis. It can sell its one product and in return get a thousand different things that the people need.

7. Accordingly commerce is great only where transportation is good. Thus transport and commerce is the key of success of Industrial development.

Que 2.17. Define industrialization and point out its impact on institution.

Answer

A. **Industrialization :** Refer Q. 2.11, Page 2-10U, Unit-2.

B. **Impact of Industrialization on Institution :**

1. The structure of the institutions is hierarchical.
2. The source of authority is knowledge, skill and training.
3. Due to close and constant interaction informal relation has developed between workers.
4. The pace of machine differs from pre industrial pace of man and his tools.

Que 2.18. Explain division of Labour.

Answer

1. Division of labour is the systematic interrelatedness of different tasks that develop in complex societies.
2. When different groups engage in different economic activities, a division of labour is said to exist. In a simple division of labour, a man takes up a job to earn a living while the wife looks after the house hold. In the past, division of labour was when one group carried out agriculture while other group hunted.
3. Class division of labour can be observed by looking at the work done by people with different educational backgrounds since education is a fairly reliable indicator of class.
4. People with higher education tend to work in better paid and more prestigious occupations. Class also leads to perceived distinctions in the value of manual labour versus mental labour. Those doing mental jobs (doctors, managers and professionals) also referred to as the 'white-collar workers', have a better pay and prestige.
5. A blue-collar worker is generally viewed as a middle-class skilled labourer, who may work in an industrial setting or other hands-on professions. Over time, the term 'blue-collar worker' represented the regular working class citizen who provided for his/her family.

6. Gender division of labour refers to the different work that women and men do. This belief that some work activities are meant for woman while others are a man's work, has contributed to the inequality between women and men, especially since society usually values a man's work far more.

Que 2.19. What is Urbanization ?

AKTU 2014-15, Marks 3.5

Answer

1. Urbanization, or urban drift is the physical growth of urban areas as a result of global change or the increasing proportion of the total population becomes concentrated in towns.
2. Urbanization is closely linked to modernization, industrialization and the sociological process of rationalization.
3. Urbanization can describe a specific condition at a set time, i.e., the proportion of total population or area in cities or towns, or the term can describe the increase of this proportion over time.
4. Urbanization can represent the level of urban relative to overall population, or it can represent the rate at which the urban proportion is increasing.
5. The world is undergoing the largest wave of urban growth in history. By 2030 this number will swell to almost 5 billion, with urban growth concentrated in Africa and Asia.

Que 2.20. What is Globalization ?

Answer

1. Globalization refers to the increasing global relationships of culture, people, and economic activity.
2. It is generally used to refer to economic globalization, the global distribution of the production of goods and services, through reduction of barriers to international trade such as tariffs, export fees, and import quotas and the reduction of restrictions on the movement of capital and on investment.
3. Globalization may contribute to economic growth in developed and developing countries through increased specialization and the principle of comparative advantage.

Que 2.21. What is the impact of Globalization upon the industry ?

AKTU 2014-15, Marks 3.5

Answer

The impact of globalization on Indian Industry has proved to be positive as well as negative.

i. Positive Impact :

1. Globalization increased across the world in recent years due to the fast progress that has been made in the field of technology especially in communications and transport.
2. The various beneficial effects of globalization in Indian Industry are that it brought in huge amounts of foreign investments into industry. This helped to reduce the level of unemployment and poverty in the country.

ii. Negative Impact :

1. Globalization on Indian industry is that it increased competition in the Indian market between the foreign companies and domestic companies.
2. Negative of globalization on industry is that with the coming of technology the number of labour decreased and this resulted in many people being removed from their jobs.

Que 2.22. Discuss the limitations of industrialization.

Answer

1. Environmentally, industrialization pollutes both the environment and depletes its resources. Industry requires huge amounts of inputs such as ores and petroleum for fuel. Its outputs (in the form of waste chemicals and such) are major pollutants.
2. The importance individual power is reduced in comparison to that of equipment used for production.
3. Excessive pollution created by industrial production as well as consumption activities are going on. This one problem like that of urbanization leads to hundreds of associated problems.
4. The mass of urbanization and cities that end up resulting from the factory system help to create overcrowded conditions where the delicate balances of the ecosystem are destroyed.
5. Conspicuous consumption by the nobility and a succession of expensive wars dissipated much of the capital that might otherwise have been used for economic improvement.

Que 2.23. Comment on the state of industry during the Agrarian Period.

AKTU 2013-14, Marks 10

Answer

An agrarian society is a society that depends on agriculture as its primary means for support and sustenance.

1. The society acknowledges other means of livelihood and work habits but stresses the importance of agriculture and farming, and was the most common form of socio-economic organization for most of recorded human history.
2. As agrarian technology developed, the potential for substantial gains in per capita production arose as more sophisticated technology was put into farmer's and artisans' hands.
3. The continued development of agricultural technology became associated trends in the development of other aspects of culture.
4. The chief results of plant domestication were :
 - a. Greater production per unit land,
 - b. Higher population densities and sedentary settlements,
 - c. Increases in material wealth, including stored food and luxury items.
5. Ploughs were first used in the Middle East around 5,000 years ago. The first Ploughs were simple "scratch ploughs" to stir the top 10-15 cm of soil to prepare a seedbed.
6. A second revolutionary technical development along the same lines was the development of wheeled, animal-drawn cartage.

VERY IMPORTANT QUESTIONS

Following questions are very important. These questions may be asked in your SESSIONALS as well as UNIVERSITY EXAMINATION.

Q. 1. What do you know about early industrialization ? Give a brief account during ancient and medieval period.

Ans. Refer Q. 2.2.

Q. 2. Explain the Feudal or Manorial system.

Ans. Refer Q. 2.3.

Q. 3. Define the guild system and write the causes of decline of guild system.

Ans. Refer Q. 2.4.

Q. 4. Write down in brief about domestic or putting-out system.

Ans. Refer Q. 2.6.

Q. 5. What do you mean by factory system ?

Ans. Refer Q. 2.8.

- Q. 6.** Discuss the characteristics and benefits of factory system.
Ans. Refer Q. 2.9.
- Q. 7.** Discuss the causes and consequences of industrialization.
Ans. Refer Q. 2.12.
- Q. 8.** Discuss the impact of industrialization on workplace, economy and society.
Ans. Refer Q. 2.13.
- Q. 9.** Examine the impact of industrialization on religion and morality in India.
Ans. Refer Q. 2.14.
- Q. 10.** What are the causes of indiscipline in Indian industries? Give suggestions to maintain discipline ?
Ans. Refer Q. 2.15.
- Q. 11.** What is Urbanization ?
Ans. Refer Q. 2.19.
- Q. 12.** What is Globalization ?
Ans. Refer Q. 2.20.
- Q. 13.** What is the impact of Globalization upon the industry ?
Ans. Refer Q. 2.21.
- Q. 14.** Comment on the state of industry during the Agrarian Period.
Ans. Refer Q. 2.23.



Industrialization in India

Part-1 (3-2U to 3-22U)

- *Industrialization in India*
- *Industrial Policy Resolution -1956*
- *Science, Technology and Innovation Policy of India 2013*

A. Concept Outline : Part-1 3-2U
B. Long and Medium Answer Type Questions 3-2U

3-1 U (Sem-5 & 6)

PART-1

Industrialization in India, Industrial Policy Resolution -1956, Science, Technology and Innovation Policy of India 2013.

CONCEPT OUTLINE : PART-1**Stages of Industrial Development in India :**

1. The pre-colonial era of Indian economy.
2. Post independence to the 1990s.
3. From 1990s to the present times.

Industrial Policy : It is a set of actions executed by interventionist or mixed economy countries in order to affect the way in which factors of production are being distributed across national industries. It defines the role of government in the industrial development of country.

Questions-Answers**Long Answer Type and Medium Answer Type Questions**

Que 3.1. Give the brief study of industrialization in India.

AKTU 2014-15, Marks 06

OR

Write an essay on industrialization in India since independence.

AKTU 2016-17, Marks 10

Answer

1. Under colonial rule, India, as with most other developing countries, followed a non-industrial model.
2. India's first prime minister, Jawaharlal Nehru, saw industrialization as the key to alleviating poverty. Industrialization not only promised self-sufficiency for the nation that had just regained political sovereignty, but also offered external economies accruing from technical progress.
3. Believing the potential of agriculture and exports to be limited, Indian governments taxed agriculture by skewing the terms of trade against it and emphasizing import substitution, thus giving priority to heavy industry.

4. Under Prime Minister Indira Gandhi (1966-77), two major shifts took place in the role of the state. First, the neglect of agriculture was reversed through state activism in subsidizing new seeds and fertilizers, agricultural credit, and rural electrification. The second shift was the further tightening of state control over every aspect of the economy.
5. Banks were nationalized, trade was increasingly restricted, price controls were imposed on a wide range of products, and foreign investment was squeezed.
6. Beginning in the early 1980s, economic reforms were introduced, starting to liberalize trade, industrial and financial policies, while subsidies, tax concessions, and the depreciation of the currency improved export incentives.
7. In July 1991, India launched a second major economic reform program. The government committed itself to promoting a competitive economy that would be open to trade and foreign investment.

Que 3.2. What are the various factors responsible for industrialization in India ?

OR

Write down the various causes of industrialization in India.

Answer

Following are the various causes of industrialization in India :

1. The impact of British rule which was capitalist in nature based on private ownership of property, production of goods for markets, large scale enterprises, profit motive, exchange of goods and services for money, specialization etc. The industrial revolution of England was the main factor that led to the factory system in India.
2. The trend towards market economy led to industrialization in India.
3. The modern means of transportation and communication introduced by the British found to be the foundation of industrialization in India.
4. The income of the village artisans fell due to lack of specialization and traditional methods of production, which forced the villagers to migrate to the towns and cities.
5. The efforts of successive five year plans.
6. The industrial policies of India also helped in establishment as well as development of industries in India.

Que 3.3. What role has industrialization played in India's growth ?

Answer

1. Industrialization is the process of social and economic change that transforms a human group from an agrarian society into an industrial one.
2. It is a part of wider modernization process, where social change and economic development are closely related with technological innovation.
3. As industrial workers incomes rise, markets for consumer goods and services of all kinds tend to expand and progress.
4. Research and development is associated with the process of industrialization.
5. This result in bringing about an industrial civilization or environment for rapid progress which is necessary for any healthy economy, a further stimulus to industrial investment and economic growth.
6. Industrialization involves specialisation and division of labour. Infact, specialisation is based on the application of modern technology. Therefore, industrialization results in all round progress of the country.
7. After independence, need for a new, well planned and clear industrial policy was felt. To meet this need, four industrial policies consisting, industrial policies of 1948, 1956, 1977, 1980 and 1991 have been formulated.

Que 3.4. Discuss the major milestones in industrial developments in India.

OR

Discuss the various stages of industrial development in India.

AKTU 2016-17, Marks 10

Answer

The major milestones in industrial developments in India are as follows :

i. The Pre-colonial Era of Indian Economy :

1. The main source of economy and income for the people in the ancient ages was agriculture.
2. The colonial era of India is a significant part of the India economy history. It brought a considerable change in the process of taxation from the revenue taxes to the property taxes which resulted in large scale economic breakdown. In fact a number of industries like the Indian handicrafts industry suffered huge losses.
3. However, the British rule also developed the country to a great extent. The financial and banking system as well as free trade was established, a single currency system with exchange rates was brought into being, standardization of weights and measures took place and also a capital market came into existence.

4. The development of infrastructure like new telegraph lines, railway lines were constructed and roads were made.

ii. Post Independence to the 1990s :

1. After India gained independence, stress was given to stabilize the economic system of the country. Wide scale development was made in sectors such as agriculture, village industries, mining, defence and so on.
2. New roads were built, dams and bridges were constructed and electricity was spread to the rural areas to improve the standard of living.
3. In the subsequent five year plans, a number of economic reforms and policies were formulated. Public and rural sectors were developed.
4. In the 1960s, the 'Green Revolution' movement was initiated.
5. In the 1980s, the first step towards market liberalization was undertaken by the government. Restrictions on a number of sectors were eased, pricing regulations were abolished and efforts were made to improve the GDP of the country.

iii. From 1990s to the Present Times :

1. India's economic condition in the initial stage of the 1990s was dismal.
2. The then finance minister initiated the liberalization plan. This is one of the milestones in the history of Indian economy.
3. In the liberalization plan, foreign direct investments were welcomed, public monopolies were abolished and banking, service and tertiary sectors were developed. Boost was also given to develop the money and capital market.
4. Since the open market plan in the 1990s, India has experienced favorable economic growth. Today it has become one of the fastest growing economies in the world with a GDP growth rate of around 6-7%.

Que 3.5. What are the current problems which are becoming hurdles for development of industrialization in India ?

Answer

Following are some hurdles for development of industrialization in India :

- i. **Lack of Infrastructure Facilities :** In a developing country like India there is lack of infrastructure facilities. There is also lack of energy resources for the development and proper running of industries.

ii. Lack of Capital :

1. For the industrial development a country requires huge sources of funds. For establishment of multi-national industries, huge quantities of funds are required.
2. Availability of such large quantity of capital resources is not easily possible for a developing country like India.

iii. Science and Technology :

1. The pace of scientific and technological development in the developing countries has been slow by which the industrialization could not progress.
2. Without higher level science and technology and resources it becomes difficult to succeed in industrialization.
3. This reason is more responsible for creating hurdles in way to industrialization.

iv. Lack of Specialized Institutions :

1. It is necessary for the development of industries that specialized institutions be established for solving problems and difficulties related to industrialization.
2. In India, there has been a lack of such institutions which provide technical counselling in the preparation of industrial plans, test its efficiency and provide financial and technical resources for their establishment.

v. Lack of Efficient Technical Experts :

1. India is technically backward and lacks skilled experts for machineries because there are no appropriate training facilities for technicians.
2. To establish new industries, technical experts have to be called from other countries which are very expensive.
3. Thus, this is also a reason for industrial backwardness of India.

Que 3.6. Define industrial policy. What are the objectives of the Indian industrial policy ?

OR

What is the major objective of industrial policy 1977 ?

AKTU 2015-16, Marks 10

Answer

A. Industrial Policy :

1. An industrial policy is a set of actions executed by interventionist or mixed economy countries in order to affect the way in which factors of production are being distributed across national industries. It defines the role of government in the industrial development of country.
2. The plans of industrial policy usually define the place of public and private sectors, the role of large and small scale industries, the role of foreign capital etc. It lays down norms, rules and procedures that would govern the growth and pattern of industrial activities.

B. Objective of Industrial Policy :

1. To create additional employment opportunities.

2. To ensure balanced regional development by attracting industries in the economically backward areas of the state.
3. To create environment for ensuring maximum value addition to the abundant, locally available mineral and forest based resources.
4. To make industrial investment in the state competitive vis-a-vis other states in the country.
5. To ensure participation of scheduled caste, scheduled tribes and other weaker sections in the development process.
6. To promote private sector's participation for creation of industrial infrastructure in the state.
7. To create an environment to face challenges of competition emerging from liberalisation.

Que 3.7. Explain the aims and flaws of the industrial Licensing policy in the 60's.

AKTU 2014-15, Marks 25

Answer

A. Aims of Industrial Licensing Policy in the 60's :

1. To regulate the development of industries in accordance with the plans of overall economic development.
2. To control monopolistic tendencies and to prevent concentration of economic power in a few hands.
3. To protect small scale sector from the competition by the large-scale industries.
4. To achieve dispersal of industries among various regions to promote balanced regional growth.
5. To ensure optimum utilisation of scarce capital as well as limited foreign exchange resources.
6. To encourage development of industries in the industrially backward areas.

B. Flaws of Industrial Licensing Policy in the 60's :

1. A highly restrictive industrial licensing policy, coupled with a ban on capacity expansion led to constant shortages of goods and services in the country.
2. The focus of the firms at that time was primarily on procuring the licenses and raw materials.

Que 3.8. Evaluate the impact of industrial licensing policy.

AKTU 2015-16, Marks 7.5

Answer

Following are the some impacts of industrial licensing policy :

1. Liberalisation resulted in substantial growth in the Indian economy, which continues today.
2. The license system is considered to have been significantly reduced in 1991.
3. The reform policies introduced after 1991 removed many of these restrictions. Industrial licensing was abolished for almost all product categories like alcohol, tobacco, hazardous chemicals, industrial explosives, electronics, aerospace and pharmaceuticals.
4. It reduced licensing regulations, lowered tariffs, duties and taxes, and opened up international trade and investment.
5. Licensing policy and procedures have also been liberalised from time to time. A full realisation of the industrial potential of the country calls for a continuation of this process of change.
6. Major policy initiatives and procedural reforms are called for in order to actively encourage and assist Indian entrepreneurs to exploit and meet the emerging domestic and global opportunities and challenges.
7. The industrial licensing system has been gradually moving away from the concept of capacity licensing.
8. The system of reservations for public sector undertakings has been evolving towards an ethos of greater flexibility and private sector enterprise has been gradually allowed to enter into many of these areas on a case by case basis.

Que 3.9. Write in detail the Industrial Policy Resolution-1956.

AKTU 2014-15, Marks 06

Answer**A. Industrial Policy Resolution-1956 :**

1. The Industrial Policy Resolution, 1956, was shaped by the 'Mahalanobis Model' of growth, which suggested that an emphasis on heavy industries would lead the economy towards a long-term higher growth path.
 2. All industries of basic and strategic importance and in public utility services, besides those requiring large scale investments, were reserved for the public sector.
- B. Objectives of Industrial Policy Resolution-1956 :** The main objectives of the Industrial Policy Resolution, 1956, were as follows :
1. To accelerate the role of economic growth and speed up industrialization.

- C. Salient Features of Industrial Policy Resolution-1956 :**
- a. **No Water-Tight Compartments :** The allocation of industries into distinct categories does not imply that they are placed in water-tight compartments. The government was given the freedom to undertake any type of industrial activity.
 - b. **Role of Small Scale Sector :** The significance of small scale and cottage industries was reiterated in clear terms. The policy resolution laid down the aim of the state in the following words: "to ensure that the decentralised sector acquires sufficient with that of large scale industries.
 - c. **Balanced Regional Development :** The resolution recognised the need for balanced regional development. It emphasized the provision of industrial facilities like power and transport specially to those areas which lagged behind in the matter of employment and industrial development.
 - d. **Management of Public Enterprises :** The policy resolution stressed the need for management of state enterprises strictly along business lines.
 - e. **Development of Personnel :** The industrial policy resolution, 1956 provided for the development of managerial and technological personnel for the rapid industrialisation of the country. Facilities for their training were provided at various levels.
 - f. **Industrial Peace :** The significance industrial peace was recognised by the policy resolution. The policy recommended provision of good working conditions to workers, joint consultation and association of labour with management as steps to achieve industrial harmony.

Que 3.10. Give the classification of industries as per Industrial Policy Resolution 1956.

Answer

The Industrial Policy Resolution, 1956, classified industries into three categories :

1. The first category comprised 17 industries (included in schedule A of the resolution) exclusively under the domain of the government. These included inter alia, railways, air transport, arms and ammunition, iron and steel, heavy plant machinery, coal and lignite, ship building, telegraph, wireless apparatus, telephones and atomic energy.
2. The second category (schedule B category) comprised 12 industries (included in schedule B of the resolution), which were envisaged to be progressively state-owned but the private sector was expected to supplement the efforts of the state.
3. The third category (schedule C category) contained all the remaining industries and it was expected that the private sector would initiate development of these industries but they would remain open for the state as well. It was envisaged that the state would facilitate and encourage development of these industries in the private sector. This sector would be subject to control and regulation in terms of Industries (development and regulations) Act, 1951 and other relevant legislations.

Que 3.11. Write a note on Industrial Policy-1956. How did it change the profile of Indian industrial scene ?

AKTU 2013-14, Marks 06

Answer

- A. **Industrial Policy-1956 :** Refer Q. 3.9, Page 3-8U, Unit-3.
- B. **Change in Indian Industrial Scene during Industrial Policy-1956 :**
 1. The industrial policy, 1956 can be regarded as a programme of action in which both the private and public sectors are to cooperate for the achievement of the common national objectives.
 2. The industrial policy resolution, 1956 may be described as an economic constitution based upon its political counterpart, the constitution of India.
 3. It outlined the measures which, in the opinion of the government, are necessary for the complete and successful implementation of the programme of industrial development envisaged by the planning commission in the second five year plan.
 4. This policy resolution remains a guiding force for the development of the country even though it has been revised a number of times for the speedy achievement of the national objectives.
 5. In February, 1973, the government modified the industrial policy of 1956 to simplify and rationalise it.
 6. Besides the basic objectives of growth-social justice and self-reliance, the new statement sought to improve the investment climate and to encourage growth of priority industries.

Que 3.12. Write briefly the features of Industrial Policy Resolution-1948.

OR

Briefly explain the categorization of industries provided in industrial policy resolution-1948.

AKTU 2015-16, Marks 10

Answer

- A. **Features of Industrial Policy Resolution-1948 :**
 1. To secure a continuous increase in production and its equitable distribution.
 2. Priority was given to :
 - i. Capital equipment of goods satisfying the basic needs of the people.
 - ii. Export of commodities to increase earning of foreign exchange.
 3. Government was given responsibility to play active role in the development of industries.
 4. It recognized the role of cottage and small scale industries in the national economy.
 5. It recognized the need to ensure full cooperation between labour and management and maintain stable and friendly relation.
- B. **Categorization of Industries :** The government classified industries into four categories :
 1. It laid down besides arms, ammunition, atomic energy and railway transport which would be the monopoly of the central government.
 2. The state government would be responsible for the establishment of new undertaking in key or basic industries : coal, iron and steel, air craft manufacture, telephone, telegraph, communication etc. except where in the national interest the state itself found it necessary to secure the cooperation of private enterprises.
 3. The 18 specified industries were to be subject to the government's control and regulation with the state government.
 4. The rest industries were left open to private enterprise and it was made clear that the state would also participate in the field.

Que 3.13. Salient features of Indian Factories Act 1948.

Answer

1. Indian Factories Act, 1948 provides for health, safety, welfare, employment of young persons and women, hours of work for adults and children, holidays and leave with wages.
2. Labour welfare funds have been set up to provide welfare facilities to the workers employed in different mines such as coal, mica, iron ore and limestone.

3-12 U (Sem-5 & 6)

Industrialization in India

3. To provide social justice to the unorganised labour and to prevent exploitation, the Minimum Wages Act, 1948 was enacted.
4. It provides for the fixation of minimum rates of wages by the central or state governments within a specified period of workers employed in certain scheduled employments.
5. The minimum wage in any event must be paid irrespective of the capacity of industry to pay.

Que 3.14. Write down the objectives and features of Industrial Policy Statement 1980.

Answer

A. Objectives of Industrial Policy Statement, 1980 :

1. To place importance and promotion of the competition in the domestic market, technological upgradation and modernization of industry.
 2. Provision of higher productivity, higher employment levels, removal of regional disparities, promotion of export oriented industries and consumer protection.
- B. Features of Industrial Policy Statement, 1980 :**
1. Special incentives were granted to industrial units which were engaged in industrial process and technology with the following aims :
 - i. Optimum utilisation of energy.
 - ii. Exploitation of alternative sources of energy.
 2. For the development of small scale industries the investment limit was raised from Rs. 2 millions to 2.5 millions.
 3. It laid foundation for an increasingly competitive export based industry and foreign investment in high technological areas.
 4. To revive the efficiency of Public Sector Undertakings by developing :
 - i. Management cadres in functional field.
 - ii. Operation.
 - iii. Finance.
 - iv. Marketing and information.

Que 3.15. Explain the major provisions of Industrial Policy Resolution 1991 in detail.

AKTU 2014-15, Marks 06

OR

What are the major objectives of New Industrial Policy, 1991 ?

AKTU 2014-15, Marks 05

Sociology

3-13 U (Sem-5 & 6)

OR

Write down the salient features and objectives of Industrial Policy 1991.

AKTU 2013-14, Marks 06

Answer

A. Industrial Policy Resolution, 1991 : It states that the government will pursue a sound policy framework encompassing encouragement of entrepreneurship, development of indigenous technology through investment in research and development, bringing in new technology, dismantling of regulatory system, development of capital markets and increased competitiveness for the benefit of common man.

B. Provisions of Industrial Policy Resolution, 1991 :

1. The industrial policy of 1991 announced that industrial licensing will be abolished for all the industrial projects except for a short list of industries where security and strategic concerns are involved or which are compelling social reasons for strictly regulating growth. 1991 policy announced compulsory licensing for 18 industries but amendment of 1999 declared compulsory licensing for only 6 industries.
2. Recognizing the complementary of domestic and foreign investment, foreign direct investment was accorded a significant role in policy announcement of 1991.
3. Major initiative towards restructuring the Public Sector Undertakings (PSUs) was initiated. It was decided to offer its shareholding mutual funds and financial institutions to the general public and workers.
4. The IPR 1991 recognized that the government intervention in the investment decisions of large companies through the MRTP act had proved to be deleterious growth. The thrust of the policy was more on controlling unfair and restrictive practices.
- C. Objectives of Industrial Policy Resolution, 1991 :** The major objectives of the new industrial policy are as follows :
 1. To liberate the industry from the regulatory devices such as licenses and controls,
 2. To increase competitiveness of industries for the benefit of the common public,
 3. To ensure running of public enterprises on business lines and thus cutting their losses,
 4. To enhance support to the small scale sector,
 5. To provide more incentives for industrialization of the backward areas, and,
 6. To ensure rapid industrial development in a competitive environment.

D. Features of Industrial Policy, 1991 :

1. Redefining the role of public sector.
2. Expansion of the scope of private sector.
3. Dismantling of entry restrictions.
4. Dismantling the growth restrictions.
5. Liberalization of foreign investment.

Que 3.16. | Explain liberalization.**Answer**

1. Liberalization refers to a relaxation of previous government restrictions, usually in areas of social economic policy.
2. In some contexts this process or concepts is often, but not always, referred to as deregulation. Liberalization of autocratic regimes may precede democratization.
3. The economic liberalization in India refers to ongoing economic reforms in India that started on 24 July 1991. Economic liberalization is often associated with privatization; the two can be quite separate processes.
4. Liberalized and privatized public services may be dominated by just a few big companies particularly in sectors with high capital costs, such as water, gas and electricity.

Que 3.17. | What is minimum wages act ?**AKTU 2014-15, Marks 3.5****Answer**

1. Minimum wage law is the body of law which prohibits employers from hiring employees or workers for less than a given hourly, daily or monthly minimum wage.
2. In India, the Minimum Wages Act, 1948 provides for fixation and enforcement of minimum wages in respect of scheduled employments.
3. The Act aims to prevent sweating or exploitation of labour. The Act also requires the appropriate government (both at centre and state) to fix minimum rates of wages in respect of employments specified in the schedule and also review and revise the same at intervals not exceeding five years.
4. Since the respective state government have been empowered to independently fix minimum wages, disparities between wages in neighbouring states are common.
5. In order to reduce this problem and bring compatibility the central government has set up 5 regional committees for harmonization of minimum wages.

Que 3.18. | Discuss the salient features of Provident Scheme 1952.**Answer**

- i. Under EPF scheme, an employee has to pay a certain contribution towards the scheme and an equal contribution is paid by the employer.
- ii. The employee gets a lump sum amount including self and employer's contribution with interest on both, on retirement.
- iii. Following are some features of provident scheme, 1952 :
 - Contribution by Employer and Employee :** The contribution paid by the employer is 12 % of basic wages plus dearness allowance plus retaining allowance. An equal contribution is payable by the employee also. In the case of establishments which employ less than 20 employees or meet certain other conditions, as per the EPFO rules, the contribution rate for both employee and the employer is limited to 10 percent. Out of employer's contribution, 8.33 % will be diverted to Employee's Pension Scheme.
 - Higher Voluntary Contribution by Employee or Voluntary Provident Fund :** The employee can voluntarily pay higher contribution above the statutory rate of 12 percent of basic pay. This is called contribution towards Voluntary Provident Fund (VPF) which is accounted for separately.
 - Withdrawals from the EPF Account :** According to the EPF Act, for claiming final PF settlement, one has to retire from service after attaining 55 years of age. The total EPF balance includes the employee's contribution and that of the employer, along with the accrued interest.
 - Interest on Account :** The interest in EPF is calculated on the basis of monthly running balance.
 - Universal Account Number :** It should be allotted by EPFO. The employer provides the UAN and the employee just has to get it activated by providing relevant KYC documents to the employer. So if you are changing jobs and already have a UAN, you need not get a new UAN from your new employer. It is a one-time permanent number which will remain the same throughout one's career.
 - The Importance of Five Years of Continuous Service :** The EPF withdrawal is not taxable if one has completed at least five years of continuous service. If one has switched jobs in less than five years but transferred the EPF to the new employer, it will be counted as continuous service.
 - Tax on Early Withdrawals :** Withdrawing the PF balance without completing five continuous years of service has tax implications. The total employer's contribution amount along with the interest earned will get taxable in the year of withdrawal.

- viii. Employee's Provident Fund Advances :** The EPFO allows one to access one's EPF even during the course of employment. Such withdrawals are treated as 'advances' and not loans.
- ix. Availing Advances :** The employee can take the advance for buying or building a house or buying a plot of land and even for construction of a house on a plot owned by the member. The advance can also be taken for repayment of the outstanding home loan, for self or family member's medical treatment, for the marriage of self/daughter/son/ brother/sister or for post matriculation education of son/daughter.

Que 3.19. What is payment of bonus act ? What are its provisions ?

Answer

A. Payment of Bonus Act :

1. The Payment of Bonus Act, 1965 was enacted to provide for the payment of bonus to persons employed in certain establishments on the basis of profits or productivity and for the matters connected therewith.
 2. The Act applies to :
 - i. Every factory as defined under the Factory Act, 1948, and
 - ii. Every other establishment in which twenty or more persons are employed on any day during an accounting year.
 3. The Act is enforced through the Central Industrial Relations Machinery (CIRM). CIRM is an attached office of the Ministry of Labour and is also known as the Chief Labour Commissioner (Central) [CLC(C)] Organisation. It is headed by the Chief Labour Commissioner (Central).
- B. Provisions of Payment of Bonus Act :**
1. According to the Act, the term 'employee' means "any person employed on a salary or wage not exceeding three thousand and five hundred rupees per month in any industry to do any skilled or unskilled manual, supervisory, managerial, administrative, technical or clerical work for hire or reward, whether the terms of employment be express or implied".
 2. An employee is entitled to be paid by his employer a bonus in an accounting year subjected to the condition that he/she has worked for not less than 30 working days of that year.
 3. An employer shall pay minimum bonus at the rate of 8.33 % of the salary or wages earned by an employee in a year or one hundred rupees, whichever is higher.
 4. In any accounting year, if the allocable surplus exceeds the amount of minimum bonus payable to the employees, the employer shall in lieu of such minimum bonus, be bound to pay bonus (maximum bonus) equivalent to the amount which shall not exceed 20 % of the salary or wages earned by employees.

5. Where in any accounting year, any amount has been carried forward and set on or set off, then in calculating bonus for the succeeding accounting year, the amount of set on or set off carried forward from the earliest accounting year shall first be taken into account.

Que 3.20. Explain in brief MRTP Act.

Answer

1. The Monopolies and Restrictive Trade Practices consumers, Government Act, came into existence in 1969.
2. Through this law, the MRTP commission has the power to stop all business that create barrier for the scope of competition in Indian economy.
3. The MRTP Act, 1969, aims at preventing economic power concentration in order to avoid damage.
4. The act also provides for probation of monopolistic, unfair and restrictive trade practices.
5. The law controls the monopolies and protects consumer interest.

Que 3.21. How the objectives of industrial policy helped today's business associations ?

AKTU 2015-16, Marks 10

Answer

Government policy to influence which industries expand and, perhaps implicitly, which contract, via subsidies, tax breaks, and other aids to favoured industries. The purpose, aside from political favour, may be to foster competitive advantage where there are beneficial externalities and/or scale economies.

1. The industrial policy of the government of India is aimed at increasing the tempo of industrial development. It seeks to create a favourable investment climate for the private sector as well as mobilise resources for the investment in public sector. In its way the government seeks to promote rapid industrial development in the country.
2. The industrial policy had to be framed in such a manner that imbalance structures are corrected. Thus by laying emphasis on heavy industries and development of capital goods sector, industrial policy seeks to bring a balance in industrial structure which helps the business.
3. It has encouraged the small business group to promote and develop industries.
4. It gave opportunity to foreign investment and technological advancement to develop the overall economy of nation.

5. The policy resolution stressed the need for management of state enterprises strictly along business line.
6. It redefined the large business houses under MRTP Act.

Que 3.22. What are the efforts of the government for the labour welfare in India ?

Answer

Following are the some efforts of the government for the labour welfare in India :

i. Welfare Work by Welfare Fund :

1. During the initial period, government activities in the area of labour welfare were limited to holding labour conferences and submitting recommendations.
2. This practice continued until the second world war after which labour welfare activities became more elaborate.
3. The government intensified its social welfare efforts and enacted a number of laws bearing on them. Minimum standards were laid down in these laws, though employees were at liberty to improve upon them.
4. To a certain extent, the government enforced the basic requirements of labour welfare. For these welfare measures, substantial amounts were granted as part of the five year plans.

ii. Housing Schemes of Government :

1. To improve housing conditions, especially for lower income workers, the government of India introduced several housing schemes, starting in 1952.
2. They provide financial assistance to state governments for undertaking land acquisition and housing construction to cater to the needs of low and middle income groups. The several housing plans are as follows :
 - i. Integrated subsidised housing scheme for industrial workers and economically weaker sections of the community.
 - ii. Low income group housing scheme.
 - iii. Subsidised housing scheme for plantation workers.
 - iv. Slum clearance/improvement scheme.

iii. Workers Health Improvement and Physical Education :

1. The health improvements and physical education by means of outdoor games and sports, gymnasium activities and children's play-grounds are encouraged by government.
2. Health education in the form of educating the workers on accident prevention, first-aid, hygiene etc., health advice and medical aid and medical inspection, production and publication of health literature etc.
3. Educational activities include reading rooms and libraries, special instruction on labour legislation, facilities for adult education etc.

Que 3.23. Describe in brief the Navratna companies of India.

AKTU 2013-14, Marks 3.5

OR

What do you mean by NAVRATANA PSEs ? Write down at least five names of NAVRATANA PSEs.

AKTU 2014-15, Marks 06

Answer

A. Navratna Companies :

1. 'Navratna' was the title given originally to nine Public Sector Enterprises (PSEs), identified by the government of India in 1997 as its most prestigious, which allowed them greater autonomy to compete in the global market.
2. The number of PSEs having Navratna status has been raised to 19, the most recent addition being Oil India Limited.

B. Criteria for Navratna :

1. Navratna status is conferred by Department of Public Enterprises. To be qualified as a Navratna, the company must obtain a score of 60 (out of 100).
2. The score is based on six parameters which include :
 - i. Net profit to net worth,
 - ii. Total manpower cost to total cost of production or cost of services,
 - iii. PBDIT (Profit Before Depreciation, Interest and Taxes) to capital employed,
 - iv. PBDIT to turnover,
 - v. EPS (Earning Per Share) and
 - vi. Inter-sectoral performance.
3. Additionally, a company must first be a 'Miniratna' and have four independent directors on its board before it can be made a Navratna.
4. The Navratna status is offered to PSEs, which gives a company enhanced financial and operational autonomy and empowers it to invest upto Rs. 1000 crore or 15 percent of their net worth on a single project without seeking government approval.
5. In a year, these companies can spend upto 30 percent of their net worth not exceeding Rs. 1000 cr. They will also have the freedom to enter joint ventures, form alliances and float subsidiaries abroad.

C. Some Navratna PSEs :

1. Bharat Electronics Limited,
2. Bharat Heavy Electricals Limited,
3. Bharat Petroleum Corporation Limited,
4. Coal India Limited,

5. GAIL (India) Limited,
6. Hindustan Aeronautics Limited,
7. Hindustan Petroleum Corporation Limited,
8. Indian Oil Corporation Limited,
9. Mahanagar Telephone Nigam Limited,
10. National Aluminium Company Limited,
11. NDMC Limited,
12. NTPC Limited,
13. Oil India Limited,
14. Oil and Natural Gas Corporation Limited,
15. Power Finance Corporation Limited,
16. Power Grid Corporation of India Limited,
17. Rural Electrification Corporation Limited,
18. Shipping Corporation of India Limited, and
19. Steel Authority of India Limited.

Que 3.24. Explain the role of states to promote and develop the small scale industries.

Answer

The government plays an important role in the development of entrepreneurship. The central and state governments have set up a number of institutions to promote entrepreneurship. These are :

- i. **Small Industries Development organization (SIDO) :** It formulates policies for the development of small scale industries in the country. It provides support for promotion of rural entrepreneurship.
- ii. **Management Development Institute (MDI) :** It conducts management development programs to improve managerial effectiveness in the industry.
- iii. **Entrepreneurship Development Institute of India (EDI) :** It has helped to set up twelve state-level exclusive entrepreneurship development institutes and centres.
- iv. **All India Small Scale Industries Board (AISSIB) :** It advises the government on all issues related to the small scale sector. It determines the programmes and policies for the development of small scale industries.
- v. **National Institution of Entrepreneurship and Small Business Development (NIESBUD) :** It supervises the activities of the different agencies involved in the entrepreneurial development programmes.
- vi. **National Institute of Small Industries Extension Training :** The objective of the institute is to direct and coordinate the syllabi for training of small entrepreneurs. It organizes seminars for small entrepreneurs and managers.

vii. National Small Industries Corporation Ltd. (NSIC) : It provides a vast market for the products of the small industries through its marketing network. It also helps the small units in exporting their products to foreign countries.

Que 3.25. Present analytical detail of industrial development during five year plans.

Answer

1. The 1st Five Year Plan-1951-56-agriculture, irrigation and power.
2. The 2nd Five Year Plan-1956-61-to meet raw material needs of industry.
3. The 3rd Five Year Plan-1961-66-self reliant in agriculture and industry.
4. The 4th Five Year Plan-1969-74-growth of capital accumulation, stress on employment and education.
5. The 5th Five Year Plan-1974-79-importance was given to economic and non-economic variables.
6. The 6th Five Year Plan-1980-85-equal focus on infrastructure and agriculture.
7. The 7th Five Year Plan-1985-89-special programs like Jawahar Rojgar Yojna and sectors like welfare, education, health, employment etc., got focus.
8. The 8th Five Year Plan-1992-97-due to Gulf War in 1990 several modified policies were brought.
9. The 9th Five Year Plan-1997-2002-great impetus on increasing agricultural and rural incomes.
10. The 10th Five Year Plan-2002-2007-corporate transparency and improvement in infrastructure.
11. The 11th Five Year Plan-2007-12-increase in agriculture GDP, education ensures electricity connection etc.

Que 3.26. Briefly discuss the science, technology and innovation policy of India-2013. AKTU 2016-17, Marks 15

Answer

- A. Science, Technology, and Innovation Policy of India 2013 :**
1. Science, Technology and Innovation (STI) have emerged as the major drivers of socio-economic development globally.
 2. India of the 21st century is an aspiring country. Faster, sustainable and inclusive growth is its aspiration. Science, technology and innovation leading to applications of products of research and development will need to play defining roles.
 3. The large demographic dividend and talent pool of the country offer unique opportunities to the National STI enterprise for earning for itself a central position in national development through its excellence, relevance and performance.

B. Features :

1. Increase the number of R&D personnel by 66 % in next five years.
2. To create environment for women to enter in R&D field.
3. To double India's share in high tech products is around 8 % globally.
4. Science diplomacy, technology synergy with other country.
5. Participation in creation of large global R&D infrastructures and big science.
6. Gaining global competitiveness through collaboration.
7. Triggering ecosystem changes for science, technology and innovation.
8. Active role in implementation of National Action Plan for Climate Change (NAPCC) and providing incentives for green manufacturing.
9. Modification of Intellectual Property Rights (IPR) for social goods and IPR generated under PPP, setting up of a regulatory and legal framework for sharing IPRs between investors and inventors.

VERY IMPORTANT QUESTIONS

Following questions are very important. These questions may be asked in your SESSIONALS as well as UNIVERSITY EXAMINATION.

Q. 1. Give the brief study of industrialization in India.

ANS: Refer Q. 3.1.

Q. 2. Discuss the various stages of industrial development in India.

ANS: Refer Q. 3.4.

Q. 3. Write in detail the Industrial Policy Resolution-1956.

ANS: Refer Q. 3.9.

Q. 4. Briefly explain the categorization of industries provided in industrial policy resolution-1948.

ANS: Refer Q. 3.12.

Q. 5. Write down the salient features and objectives of Industrial Policy 1991.

ANS: Refer Q. 3.15.

Q. 6. What do you mean by NAVRATANA PSEs ? Write down at least five names of NAVRATANA PSEs.

ANS: Refer Q. 3.23.

**Contemporary Issues**

Part-1 (4-2U to 4-18U)

- Grievances and Grievance Handling Procedure
- Industrial Disputes : Causes, Strikes and Lockouts
- Preventive Machinery of Industrial Disputes
- Schemes of Workers
- Participation in Management

A. Concept Outline : Part-1 4-2U
B. Long and Medium Answer Type Questions 4-2U

Part-2 (4-18U to 4-33U)

- Work Committee
- Collective Bargaining
- Bi-partite and Tri-partite Agreement
- Code of Discipline
- Labour Courts and Industrial Tribunals

A. Concept Outline : Part-2 4-18U
B. Long and Medium Answer Type Questions 4-19U

4-1 U (Sem-5 & 6)

PART-1

Grievances and Grievance Handling Procedure, Industrial Disputes : Causes, Strikes and Lockouts, Preventive Machinery of Industrial Disputes, Schemes of Workers, Participation in Management.

CONCEPT OUTLINE : PART-1

Grievance : A grievance means any dissatisfaction in an employee arising out of anything related to the enterprise where he is working.

Grievance Handling Procedure : It is a formal communication between an employee and the management designed for the settlement of a grievance.

Industrial Disputes : It is defined as a conflict or a difference in opinion between management and workers regarding employment.

Preventive Machinery of Industrial Disputes :

1. Conciliation,
2. Court of inquiry,
3. Voluntary Arbitration, and
4. Adjudication

Questions-Answers**Long Answer Type and Medium Answer Type Questions**

Que 4.1. Define grievance with its nature.

Answer**A. Grievance :**

1. In their working lives, employees occasionally have cause to be uncomfortable, disappointed or aggrieved either about certain managerial decisions, practices or service conditions.
 2. These manifestations of workers discussion against working conditions, terms of service, leaves and holidays and management decisions are commonly referred to as grievances.
 3. A grievance occurs when employees feel that they are not treated properly, the conditions of employment are not as per promise, work environment is not conducive, promotion policy is unfair and so on.
- B. Nature of Grievances :** Grievance is a complaint of one or more workers with respect to :
1. Wages and allowances.
 2. Condition of work.

Sociology**4-3 U (Sem-5 & 6)**

3. Interpretations of service stipulations covering areas such as overtime, leave, transfer, promotion, job assignment and termination of services.

Que 4.2. Describe in brief the causes of grievance in any industry.

Answer

The causes of grievances may be broadly classified into the following categories :

a. Grievances Resulting from Working Conditions :

1. Improper matching of the worker with the job.
2. Changes in schedules or procedures.
3. Non-availability of proper tools, machines and equipment for doing the job.
4. Tight production standards
5. Bad physical conditions of workplace.
6. Bad employer-employee relationship, etc.

b. Grievances Resulting from Management Policy :

1. Wage payment and job rates.

2. Leave.

3. Overtime.

4. Seniority and Promotion.

5. Transfer.

6. Disciplinary action.

7. Lack of employee development plan.

8. Lack of role clarity.

c. Grievances Resulting from Personal Maladjustment :

1. Over-ambition.
2. Excessive self-esteem.
3. Impractical attitude to life.

Que 4.3. What are the essentials of a good grievance procedure ?

Discuss in brief.

AKTU 2014-15, Marks 05

AKTU 2015-16, Marks 7.5

Answer

The essentials of a grievance procedure are as follows :

a. Conformity with Existing Legislation :

1. The grievance procedure should be designed in conformity with the existing statutory provisions.

2. Where practicable, the procedure can make use of such machinery as the law might have already provided for.
- b. Acceptability:**
1. The grievance procedure must be accepted by everybody.
 2. In order to be generally acceptable, it must ensure (a) a sense of fair play and justice to the worker, (b) reasonable exercise of authority to the manager, and (c) adequate participation of the union.
- c. Simplicity:**
1. The procedure should be simple enough to be understood by every employee.
 2. The steps should be as few as possible.
 3. Channels for handing grievances should be carefully developed.
- d. Promptness:**
1. Speedy settlement of a grievance is the cornerstone of a sound personnel policy. Justice delayed is justice denied.
 2. The procedure should aim at a rapid disposal of the grievance.
- e. Training :** In order to ensure effective working of the grievance procedure, it is necessary that supervisors and the union representatives are given training in working of the grievance procedure.
- f. Follow-up :** The working of the grievance procedure should be reviewed periodically by the personnel department and necessary changes should be introduced to make it more effective.

Que 4.4. Write down the grievance handing procedure.

Answer

The grievance handing procedure is as follows :

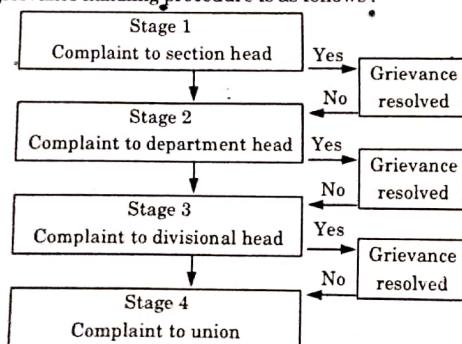


Fig. 4.4.1.

- a. First Stage :**
1. The aggrieved employee shall, first submit his grievance in writing to his sectional head in the prescribed form.
 2. The sectional head should study the case and a written reply shall be given to the employee before the end of the fifth working day.
- b. Second Stage :**
1. In case the said employee is not satisfied with the reply of sectional head, he shall be free to register his grievance in writing in the prescribed form with his departmental head.
 2. The employee may be permitted to take the assistance of a co-employee or a union representative of his choice at the time of personal hearing.
- c. Third Stage :**
1. If the employee is not satisfied with the decision of departmental head or any delay is made by departmental head, the employee will be entitled to lodge an appeal to the divisional head.
 2. This officer should also follow the same procedure as prescribed in stage I and stage II and a reply should be given before the end of the tenth working day.
- d. Fourth Stage :**
1. If the aggrieved employee is not satisfied with the decision of the divisional head, he can refer the case to the employee union within two days.
 2. The union may discuss the subject if they deem fit, in the periodical management union meetings which will be held within one month from the day, such reference is made by the union to the management.

Que 4.5. How can the redressal procedure be applied on the grievance of a labour regarding wage rate ?

AKTU 2015-16, Marks 7.5

Answer

1. Pay and benefits is the most common area of employee complaints and grievances.
2. These grievances may involve the amount and qualifications for pay increases, pay equity for comparable work within the organization, and the cost and coverage of benefit programs.
3. The worker can take the complaint to his immediate supervisor or human resources department for investigation and resolution.
4. If the employer contends that the employee is not entitled to overtime pay and the worker disagrees, he may file a formal complaint with his local labour department for investigation. The labour department investigates the grievance and help the employee recover any wages owed.

5. The labour department has set up a call centre for redressal of grievances of employees and to handle enquiries from the general public on labour issues.
6. The equal pay act was established to prohibit salary disparities between men and women, in response to women historically receiving lower pay than men for the same job responsibilities. The act applies to all forms of pay including salary, overtime, stock options and bonuses.
7. The Equal Employment Opportunity Commission (EEOC) regulates violations of the act. An employee who is victim of pay inequality may go directly to court or file a formal charge with the EEOC. The employee may file a grievance against his employer within two years of the violation.
8. Department of labour resources functions to facilitate the workers for minimum wages, equal wages for men and women, gratuity to employees in organized sector.
9. Similarly, there are certain welfare schemes for unorganised sector workers like yojna inter state migrant, workers accident scheme, bonded labour rehabilitation scheme, child labour rehabilitation scheme etc.
10. Department also facilitates conciliation between the management and workers under industrial dispute act.

Que 4.6. What are management's policies in cause of grievance?

Explain.

AKTU 2016-17, Marks 10

Answer

Following are the management policies in cause of grievance :

1. In open door policy employees are free to walk in any time and express their grievance to higher level of management. This approach facilitates upward communication from employees to management. This approach makes aware about the employee grievances to the management. But it is not suitable for large organisation.
2. Step ladder procedure is a method of solving the grievance from the level of origin to the highest level in a step wise way. The grievance is not reached to the higher level at once. Following steps are taken in this procedure :
 - i. Aggrieved employee - 48 hrs
 - ii. Head of department - 3 days
 - iii. Grievance committee - 7 days
 - iv. Chief executive - 3 days and
 - v. Voluntary arbitration - 7 days.

3. The supervisor should try to recognize and accept the employee grievance as and when it is expressed.
4. After collection of all the facts and figures relating to the grievance, the next step involved in the grievance procedure is to establish and analyse the cause that led to grievance.
5. To take fair fast decision and implement it.

Que 4.7. What are the general guidelines and guidance to employee and grievance handling officers for grievance handling procedure ?

Answer

A. General Guidelines for Employee :

1. If the employee intends to take his case from one stage to another, he shall do before the expiry of five days at stage I and II and 10 days at stage III.
2. If the employee has to leave the department during working hours on call from any officer with reference to the grievance, prior permission of his immediate superior shall necessarily be obtained.
3. Officers handling grievances at stage I and II shall associate the concerned personnel officers of the division during discussions on the grievance of the employees. The officer at stage III shall associate deputy personnel manager in the discussions and settlements.
4. Acknowledgement for receipt of grievances including complain should be given to the employee at every stage.

B. Schedule and Procedure for Grievance Handling Guidance to Officers :

1. Try to avoid problems in your department before they cause grievances.
2. Be a good listener. Show interest in his problem.
3. Use a positive, friendly approach. Avoid either aggressiveness or defensive attitude.
4. Do not get upset or resort to threats. If you and the employee do not come to an agreement, there are further steps to settle the issue.
5. Settle each grievance on its merit. Do not give up one grievance case in order to get a favorable decision in another.
6. Keep the aggrieved worker constantly informed as to what is being done about his grievance.
7. Permit the employee to correct his mistake without loss of face or dignity.
8. After a decision has been reached on a grievance, by the management and the concerned employee, ensure that the decision is carried out expeditiously.

Contemporary Issues

4-8 U (Sem-5 & 6)

Que 4.8. What steps should be taken to promote industrial harmony in India ?

AKTU 2014-15, Marks 05

AKTU 2015-16, Marks 10

Answer

As employers and workers and trade unions representing them are jointly responsible for good industrial relations :

1. Both management and trade unions to accept, at the highest level, the same degree of responsibility for industrial relations as for other functions within their respective organisation.
2. Trade unions should ensure that the policies and practices that they adopt are not only fair in relation to the function and purpose for which they have been formed but also take into consideration national interests.
3. Duties and responsibilities for each group of employees are stated with clarity and simplicity in the organisational structure.
4. Work is organised in such manner so that the individual employee has the chance to achieve a sense of job satisfaction.
5. Management and the trade union should take all reasonable steps to ensure that both the management and union personnel observe agreements reached and use agreed procedures.
6. Maintain a communications system which secures the interchange of information and views between different levels in the union and ensures that members are systematically and regularly kept informed.

Que 4.9. "Industrial peace is a prerequisite of industrial growth of a nation". Comment on this statement.

AKTU 2014-15, Marks 05

Answer

1. The objectives of maintenance of industrial peace is not only to find out ways and means to solve conflicts or to settle differences but also to secure the unreserved cooperation of goodwill among different groups in industry with a view to drive their energies and interest towards economically viable commercially feasible, financially profitable and socially desirable channels.
2. It aims at the development of a sense of mutual confidence, dependence and respect and at the same time encouraging them to come closer to each other for removing misunderstanding, redressing grievances, if any, in a peaceful atmosphere and with open mind and fostering industrial pursuits for mutual benefits and social progress.

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4-9 U (Sem-5 & 6)

3. The maintenance of congenial industrial relations, particularly in a democratic society like ours is not only a significant task but also a complicated one.
4. Peaceful industrial relations environment is a prerequisite for productivity and sustainable development and growth.
5. These necessitate the maintenance of harmonious industrial relations so as to maintain higher productivity to fulfill the goals of the five year plans in India.
6. The investment in and the scope of industries in India have been growing plan after plan.
7. Much of the success or failure of Indian five year plans would be dependent on the maintenance of harmonious employee-employer relations.

Que 4.10. What is grievance committee ?

Answer

1. It is a committee formed by a labour union or by employer and employees jointly to discuss and where possible eliminate grievances.
2. The committee is composed of five members elected by the concerned department in a meeting with established quorum.
3. Any full-time employee is eligible to serve on the committee; tenure and rank are irrelevant. The members of this committee will serve a two year term and can be reelected immediately following their term.
4. The decisions and positions of the grievance committee are non-binding, meaning that there is no enforcement mechanism and that implementing the decisions depends entirely on the disposition and good faith of those involved.
5. In case of any difficulties, the grievance committee shall have discussion with the director before a decision is taken. Any dead-lock shall be resolved by joint meeting of the director and the executive committee of the association.

Que 4.11. What is the role of works committee in grievance handling procedure ?

Answer

1. According to Industrial Disputes Act, 1947 "It shall be the duty of the works committee to promote amity and good relations between the employers and workmen and to that end to comment upon matters of their common interest and endeavour to compose any material difference of opinion in respect of such matters".
2. List of items which works committees will normally deal with :

- i. Conditions of work, such as ventilation, lighting, temperature and sanitation, including latrines and urinals.
- ii. Amenities, such as drinking water, canteens, dining rooms, creches, rest rooms, medical and health services.
- iii. Safety and accident prevention of occupational diseases and protective equipment.
- iv. Adjustment of festival and national holidays.
- v. Administration of welfare and fine funds.
- vi. Educational and recreational facilities, such as libraries, reading rooms, cinema shows, sports and games, picnic parties, community welfare and celebrations.
- vii. Promotion of thrift and savings.
- viii. Implementation and review of decisions arrived at meeting of works committees.

Que 4.12. Explain industrial dispute with its causes and methods for resolving or settling these industrial disputes.

Answer

A. Industrial Disputes :

According to the Industrial Dispute Act, 1947, industrial disputes mean any dispute or difference between employers and employees, between employers and workmen, or between workmen and workmen, which is connected with the employment or non-employment, or terms of employment, or with the conditions of labour of any person.

B. Causes of Dispute : The causes of industrial disputes are many and varied. The major ones are as follows :

- i. **Wage Demand :** The demand for wages has never been fully met because of inflation and high cost of living. Closely related to wages are bonus, incentives etc.
- ii. **Union Rivalry :** Multiplicity of unions leads to inter-union rivalries. If one union agrees to a wage settlement, another union will oppose it. The consequence is never ending disputes.
- iii. **Political Interference :** Almost every union is attached to some political party. Every political party somehow do engineers strikes, gheraos and bandhs to demonstrate its political strength.
- iv. **Unfair Labour Practices :** Whenever management is not willing to listen the grievances of employees and don't want to settle the disputes, then it leads to industrial strife.
- v. **Multiplicity of Labour Laws :** There are about 108 Acts, both central and state, earning our country the dubious distinction of being one of few highly labour legislated countries in the world.

- C. Settlement of Disputes :** Various methods are available for resolving disputes. More important of them are :
1. Collective bargaining,
 2. Code of discipline,
 3. Grievance procedure,
 4. Arbitration,
 5. Conciliation,
 6. Adjudication, and
 7. Consultative machinery.

Que 4.13. Explain the general impact of industrial dispute on the economy of a nation.

AKTU 2016-17, Marks 10

Answer

The general impact of dispute on economy of nation :

1. Industrial disputes mean disputes between employees and employer. If there are industrial disputes, the output of the industry will reduce.
2. There will be inflation or price rise due to demand being the same in the economy reduced supply of the goods will increase the prices.
3. Reduced output will ultimately reduce the GDP.
4. Due to low domestic production there will be increase in import and decrease in export.
5. Due to low production, labour demand will reduce and unemployment will increase.
6. There will be increase in taxes by government.
7. The economy will suffer a lot in the long run if industrial disputes are not resolved.

Que 4.14. What are the causes of industrial disputes in India ? Discuss the various economic causes of industrial dispute.

AKTU 2014-15, Marks 10

Answer

- A. **Causes of Industrial Disputes :** Refer Q. 4.12, Page 4-10U, Unit-4.
- B. **Economic Causes of Industrial Disputes :**
 1. Demand for increase in wages on account of increase in all-India Consumer Price Index for Industrial Workers. The demand for increase in wages may be raised for all categories of factory workers.
 2. Demand for higher gratuity and other retirement benefits.

3. Demand for higher bonus.
4. Demand for certain allowances such as house rent allowance, medical allowance, night shift allowance, conveyance allowance.
5. Demand for paid holidays.
6. Reduction of working hours.
7. Better working conditions, etc.

Que 4.15. Explain some industrial dispute settlement machinery to resolve industrial dispute.

OR

Discuss the conciliation attribution and adjudication process in industrial relations.

AKTU 2013-14, Marks 06

OR

How industrial disputes can be tackled in present environment ?

AKTU 2015-16, Marks 7.5

Answer

Some of the major industrial dispute settlement machinery are as follows :

i. Conciliation : *समझौता*

1. Conciliation is a form of mediation.
2. The Industrial Disputes Act, 1947 provides for conciliation and can be utilised either by appointing conciliation officers (permanently or for a limited period) or by constituting a board of conciliation.
3. Time limits have been prescribed-14 days in the case of conciliation officers and two months in the case of a board of conciliation.
4. Settlement arrived at in the course of conciliation is binding for such period as may be agreed upon between the parties or for a period of 6 months and with continue to be binding until revoked by either party.

ii. Court of Inquiry :

1. In case of the failure of the conciliation proceedings to settle a dispute, the government can appoint a court of inquiry to enquire into any matter connected with or relevant to industrial dispute.
2. The court is expected to submit its report within six months. The court of enquiry may consist of one or more persons to be decided by the appropriate government.
3. A court of enquiry aims at inquiring into and revealing the causes of an industrial dispute. Thus, a court of inquiry is primarily fact-finding machinery.

iii. Voluntary Arbitration :

1. On failure of conciliation proceedings, the conciliation officer may persuade the parties to refer the dispute to a voluntary arbitrator.

2. Voluntary arbitration refers to getting the disputes settled through an independent person chosen by the parties involved mutually and voluntarily.
 3. The process of arbitration saves time and money of both the parties which is usually wasted in case of adjudication.
 4. Voluntary arbitration is one of the democratic ways for settling industrial disputes. It is the best method for resolving industrial conflicts and is a close supplement to collective bargaining.
- iv. **Adjudication :** *जाजिस फैसला*
1. The ultimate remedy for the settlement of an industrial dispute is its reference to adjudication by labour court or tribunals when conciliation machinery fails to bring about a settlement.
 2. Adjudication consists of settling disputes through intervention by the third party appointed by the government.
 3. A dispute can also be referred to adjudication by the government even if there is no consent of the parties in which case it is called 'compulsory adjudication'.
 4. The dispute can be referred to three types of tribunals depending on the nature and facts of dispute in question. These include :
 - a. Labour courts,
 - b. Industrial tribunals, and
 - c. National tribunals.

Que 4.16. What are the differences between Conciliation and Arbitration ? What are the duties of a conciliator ?

AKTU 2016-17, Marks 10

Answer

A. Differences between Conciliation and Arbitration :

S.No.	Conciliation	Arbitration
1.	Conciliation applicable only to existing disputes.	Arbitration is available for existing as well as for the future disputes.
2.	Prior agreement for arbitration between the parties is required.	There is no need for a prior agreement for resorting to this method.
3.	Role of conciliator is to help and assist the parties to reach an amicable settlement of their dispute.	The arbitrator does not merely assist the parties but he also actively arbitrates and resolves the dispute by making an arbitral award.
4.	Since no pre-agreements are required in conciliation, there is no such binding in the case of conciliation.	The pre-agreement in arbitration must be in writing.

B. Duties of a Conciliator :

- The job of a conciliation officer is to persuade both the parties to the dispute to come to a fair and amicable settlement.
- The conciliation officer should give formal intimation in writing to the parties concerned of his intention to commence conciliation proceedings from a specified date.
- The conciliation officer is required to submit his report to the appropriate government along with a copy of the settlement arrived at in relation to the dispute or in case conciliation has failed, he has to send a detailed report giving out the reasons for failure of conciliation.

Que 4.17. Differentiate between arbitration and adjudication.

AKTU 2013-14, Marks 05

Answer

S.No.	Arbitration	Adjudication
1.	Voluntary method of resolving industrial disputes.	It is compulsory and is the ultimate remedy for resolving industrial disputes.
2.	Arbitrators are specified in the written agreement.	The presiding officers of adjudication bodies are appointed by the appropriate government only.
3.	It is more formal.	It is less formal.
4.	Less costly because of faster hearing.	More costly because of thoroughness and expediency.
5.	Adjudicator has only 30 days to decide dispute, so time period is very short.	It may extend over a long period if hearing protracted, it may take months or even years to conclude.

Que 4.18. Why has voluntary arbitration failed in India ? Give reason.

AKTU 2014-15, Marks 05

Answer

Voluntary arbitration failed in India because of following reasons :

- Lack of arbitrators who command the confidence of the parties to the disputes.
- Law provides no appeal against the award given by arbitrator.

- Easy availability of adjudication on the failure of negotiation or conciliation.
- The absence of simplified procedure followed in voluntary arbitration.
- There exists general indifference among parties to use voluntary arbitration as a method of settling disputes.
- In the organizations the scene is much more complex.
- Hardly 2 to 3 percent of the disputes not settled by conciliation are referred to voluntary arbitration.

Que 4.19. What is Conflict ? With the help of any two strategies discuss how you will handle conflict at work place.

Answer**A. Conflict :**

It may be known as collision or disagreement. It arises because of the opposite interest of workers and employees. It has become apparent when industrial disputes result in strike and lockouts.

B. Strategies to Handle Conflict at Work Place :**i. Direct Approach :**

- This may be the best approach of all. It concentrates on the leader confronting the issue on.
- Though conflict is uncomfortable to deal with, it is best to look at issue objectively and to face them as they are.
- This approach counts on the techniques of problem solving and normally leaves everyone with a sense of resolution, because issues are brought to the surface and dealt with.

ii. Bargaining and Compromise :

- It is an excellent technique when both parties have idea on a solution. Often a third party, such as team leader is needed to help and find the compromise.
- Compromise involves give and take on both sides, however and usually ends up with both walking away equally dissatisfied.

Que 4.20. Define strike and also give various forms of strikes.

OR

Discuss the various types of strikes.

AKTU 2015-16, Marks 7.5

Answer**A. Strikes :**

- Strike in general terms is refusal from work. So when employees are on strike then they don't work.

4-16 U (Sem-5 & 6)**Contemporary Issues**

2. Most of strikes present relatively simple instances of "cessation of work" "refusal to continue to work" or "refusal to accept employment".
- B Forms of Strike :** Various forms of strikes are as follows :
- Stay-In-Strike, Sit-Down Strike, Pen-Down Strike, or Tool-Down Strike :** In such of strikes employees stick to their seats and refuse to work until intervention of third party or until orders of discharge or suspension served to them.
 - Go-Slow :** Not infrequently workers deliberately slow-down the pace of production. Its economic implications are very serious.
 - Hunger Strike :** It is a strike with fasting by some or all strikers, or even outsiders super added to exert moral force or, perhaps what may be more aptly described as coercion, for acceptance of the demands.
 - Lightning or Wildcat Strike :** The characteristic feature of this type of withdrawal of labour is that the workmen suddenly withdraw their labour and bargain afterwards. Such strikes are prohibited in public utility service under the Industrial Dispute Act, 1947.
 - Work-to-Rule :** In this form of activity, employees though remaining on job do the work literally in according with rules or procedure laid down for the purpose, decline to do anything not mentioned there in, take all permissible time of the job, and do the work in such a manner that it dislocation of work.

Que 4.21. What do you mean by strike ? What are the various causes of strike ?

AKTU 2014-15, Marks 06

OR

What are the causes of strike in Indian industry ? Give suggestions to maintain discipline ?

AKTU 2016-17, Marks 10

Answer

- A. **Strike :** Refer Q. 4.20, Page 4-15U, Unit-4.
- B. **Causes of Strike :**
- Dissatisfaction with company policy.
 - Salary and incentive problems.
 - Increment not up to the mark.
 - Wrongful discharge or dismissal of workmen.
 - Withdrawal of any concession or privilege.
 - Hours of work and rest intervals.
 - Leaves with wages and holidays.
 - Bonus, profit sharing, provident fund and gratuity.
- C. **Suggestion to Maintain Discipline :**
- Set achievable goals and standards.

Contemporary Issues**Sociology****4-17 U (Sem-5 & 6)**

- It is good to ask employees to give solutions for a problem and implement the solution through them. This makes them responsible.
- Provide leadership training to managers so they learn to lead by motivating and inspiring their workers.
- Establish a clear code of conduct that defines acceptable and unacceptable behaviours in the workplace.

Que 4.22. Comment on the statement "Industrial relations are the joint responsibility of workers, employers, and the government".

AKTU 2013-14, Marks 3.5

Answer

- Industrial relations refer to the relationship between employers and employees. These needs to be working together as efficiently as possible in order to maximize economic gain and the potential for industrial growth.
- Each industry has relations with government agencies in order to seek industrial licence, financial assistance, etc.
- To run an industry efficiently and effectively, the workers, employers and the government must have to be in a good relationship.
- Thus, we can say that industrial relations are the joint responsibility of workers, employers and the government.

Que 4.23. Write short note on lockout.

Answer

- The temporary closing of a place of employment or the suspension of work, or the refusal by an employer to continue to employ any number of persons employed by him is known as lockout.
- In India the first known lockout was declared in 1895 in Budge, Budge Jute Mills.
- Formerly the instrument of lockout was resorted to by an employer or group of employers to ban union membership; the employers refused employment of workers who did not sign a pledge not to belong to trade unions.
- Later the lockout was declared generally by a body of employers against a strike at a particular work by closing all factories until strikers returned to work.
- Lockout is the counter-part of strike, the corresponding weapon in the hands of the employer to resist the collective demands of workmen or to enforce his terms.

Que 4.24. What is the difference between strikes and lockouts ?

AKTU 2015-16, Marks 10

Answer

S. No.	Strike	Lockout
1.	It is commenced by the workers of the factory to secure interest of the workers.	It is declared by the employer to protect the interest of the employers.
2.	Generally the workers become excited.	In course of lockout generally employers do not get excited.
3.	At the time of strike the workers do not want to work whereas employer wants work.	In this period workers want to work whereas employer does not allow them to work.
4.	Strikes have aims to achieve the better working conditions and more wages.	The aim of lockout is to express inability to fulfill the demand of the workers or refusal to provide employment.
5.	During the strike, the possibility of lockout is always open.	In lockout workers avoid going on strike.
6.	A prior notice of strike is given to the employer by the workers.	The information regarding lockout is given to the appropriate officer and the workers also.

PART-2

Work Committee, Collective Bargaining, Bipartite and Tripartite Agreement, Code of Discipline, Labour Courts and Industrial Tribunals.

CONCEPT OUTLINE : PART-2

Collective Bargaining : It is a process of negotiations between employers and a group of employees aimed at reaching agreements to regulate working conditions.

Code of Discipline : These provide some guidelines for both employees and employers to maintain a harmonious and cordial relationship and healthy working environment in the organization.

Standing Order : It refers to the regulations which govern the conditions of employment for workers.

Questions-Answers**Long Answer Type and Medium Answer Type Questions**

Que 4.25. Discuss the important weapons used by the management against the workers in an organisation. Are they justified? Explain.

AKTU 2016-17, Marks 10

Answer**A. Management's Weapons against Workers in an Organisation :**

- a. **Individual Bargaining :** Negotiation with agreements made separately individual workers.
- b. **Lockout :** The closing of a factory and denial of work designed to force employees to agree to employer demand.
- c. **Out Sourcing :** Employer may hire both union and non-union labour.
- d. **Black List :** A list of the names of employees who are union activists, used to deny them work.
- e. **Termination/ Firing :** Employer can terminate employee for any reason.
- f. **Yellow Dog Contract :** Agreements between employee and employer that employee will not join any union.

B. Are the Weapons used by Management Justified :

1. The legality or illegality of a strike must depend on the means by it is enforced and on its objectives.
2. The employer cannot dismiss an employee forgoing on justified strike because in that case the recognised the weapon of strike will be rendered ineffective.
3. They depend on the ability of the employers and trade union to deal with their mutual problems freely, independently with responsibility.
4. They should have their faith in collective bargaining rather than in collective action.
5. Provision for the bipartite and tripartite committees in order to evolve personnel policies, code of conduct, code of discipline etc.

Que 4.26. Explain the role of collective bargaining in regulating the working conditions.

Answer

1. Collective bargaining is a process of negotiations between employers and a group of employees aimed at reaching agreements to regulate working conditions.
2. The interests of the employees are commonly presented by representatives of a trade union to which the employees belong.
3. The collective agreements reached by these negotiations usually set out wage scales, working hours, training, health and safety, overtime, grievance mechanisms, and rights to participate in workplace or company affairs.
4. Collective bargaining allows workers and employers to reach voluntary agreement on a wide range of topics.
5. To the management, this process presents one set of people to negotiate with; to the employees, it gives greatly enhanced bargaining power.
6. Collective bargaining is the fundamental principle on which the trade union system is based.
7. In collective bargaining certain essential conditions need to be satisfied, such as the existence of the freedom of association and a labour law system.

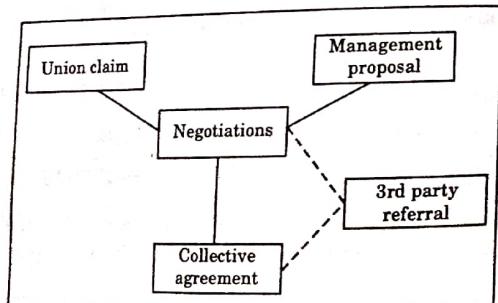


Fig. 4.26.1. The process of collective bargaining.

Ques 4.27. Explain the concept of collective bargaining. Explain the essentials of a good collective bargaining. Discuss the trend and practice of collective bargaining in India.

AKTU 2016-17, Marks 10

Answer**A. Concept of Collective Bargaining :**

1. It is a process in which the representatives of two groups (employers and employees) meet and attempt to negotiate an agreement which specifies the nature of the representatives of the management and employees both participate.
2. It sets up regular and stable relationship between the parties involved.

B. Essentials of Good Collective Bargaining :

1. One industry one union.
2. Recognition of the union according to law.
3. No interference of political leaders in industrial dispute.
4. Political leaders in trade unions replaced by the inside workers leader.
5. The management & trade union must have faith in collective bargaining.

C. The Trend and Practice of Collective Bargaining in India :

1. Collective Bargaining Collective bargaining is always mutual acceptance by labour and management of a collective bargaining agreement or contract.
2. There has been lack of strong trade unions and employers' organisations to represent the national interests.
3. There has been increasing inclination to compulsory adjudication for the settlement of industrial disputes.
4. Multiplicity of trade unions have resulted in union-rivalry in solving labour problems.

Ques 4.28. Explain in brief about the following :

- i. Bipartite agreement.
- ii. Tripartite agreement of industrial relation machinery.

Answer**i. Bipartite Agreement :**

1. Collective bargaining is known as bipartite agreement for resolving industrial disputes. This is known as bipartite because two parties are involved-one is employee side and other one is employer side.
2. The bargaining is collective in the sense that the chosen representative of the employees acts as a bargaining agent for all the employees in carrying out negotiations and dealings with the management.

Importance of Bipartite Agreement :

1. It helps in increasing economic strength of both the parties at the same time protecting their interests.

2. It helps in establishing uniform conditions of employment with a view to avoid occurrence of industrial disputes.
 3. It helps in resolving disputes when they occur.
 4. It lays down rules and norms for dealing with labour.
 5. It helps usher in democratic principle into the industrial world.
- ii. Tripartite Agreement :** It includes two approaches for dispute settlement:
- a. Arbitration : Refer Q. 4.15, Page 4-12U, Unit-4.
 - b. Conciliation : Refer Q. 4.15, Page 4-12U, Unit-4.

Que 4.29. Define tripartite bodies. Elaborate upon the evolution of tripartite bodies in India.

AKTU 2013-14, Marks 10

Answer

A. Tripartite Bodies :

1. The principals and policies of the tripartite body have been a machinery of consultancy at the industrial and national levels.
2. The tripartite body was established to make peace and improve relations between management and unions, and maintain smooth functioning of union management relations.
3. It began as a statutory organization by the recommendation of the Whitey Commission to the ILO in 1931.
4. The tripartite body had to be sufficiently large to ensure sufficient representation of the various interests involved; encourage representatives of employers, labor and government to meet regularly, and disallow individual members from making individual contributions to meetings.

B. Evolution of Tripartite Bodies in India :

1. The government plays the most important part in this process, it initiates in bringing the management and representatives of workers on the same platform.
2. The annual labor conference is the chief instrument for tripartism.
3. It initiated proposals like worker participation in management, worker education and minimum wages legislation.
4. Setting up of bipartite works committees, joint consultative and production committees.
5. Adoption by employers and unions of a voluntary code of discipline.
6. Following proper grievance and disciplinary procedures.
7. Deciding norms for fixing need based wages.

8. Rationalizing and revising wage structures of important industries through non statutory wage boards.
9. Encouraging voluntary arbitration for the settlement of industrial disputes.
10. Industrial relations in India have been shaped largely by principles and policies evolved through tripartite consultative machinery at the industry and national levels.

Que 4.30. What is the difference between tripartite and bipartite bodies?

AKTU 2016-17, Marks 10

Answer

S.No.	Tripartite Body	Bipartite Body
1.	Tripartite body was established to make peace and improve relations between management and unions, and maintain smooth functioning of union management relations.	Bipartite consultation machinery was established around 1920, during the time when a few joint committees were setup by the Government of India.
2.	Tripartite is a system of labour relations in which the state, employers, and workers are autonomous.	Bipartite means having two parts, or an agreement between two parties.
3.	Tripartite body was established to make peace and improve relations between management and unions, and maintain smooth functioning of union management relations.	Bipartite was established to democratize Indian industrial relations.

Que 4.31. What are the joint management council? What are their functions?

AKTU 2016-17, Marks 10

Answer

A. Joint Management Council :

1. Joint Management Council represents a higher form of workers participation in management.
2. Joint Councils are the bodies comprising of the representatives of employers and employees.

3. The aim is to change the social structure of enterprises from inside.
4. They lead the private sector to fit into the framework of socialist order.
5. It must have 500 or more employees. It should have a fair record of industrial relations.
6. It should have a strong and well organized trade union.

B. Functions :

1. Development of skills, safety measures.
2. Improvement of general conditions of work.
3. Preparation of schedules of working hours and holidays.
4. Proper recognition and appreciation of useful suggestions of workers.
5. The councils discuss various matters concerning the working of the company.
6. These councils provide a platform to employers & employees to solve their problems & grievances.

Que 4.32. Write a note on workers participation in management.

Answer

1. Worker's participation in management means sharing decision-making power with the lower ranks of the organization in a rational manner.
2. The decision-making becomes really joint and bi-partite and both the parties undertake responsibility for the result of their actions.
3. In many cases, worker's participation in management may imply a representation of workers on the Boards of Directors of a company or the establishment of joint councils consisting of representatives of workers and the management.
4. Participation has great motivational power and psychological value.
5. When the workers are made to participate in decision process, they see the entire picture in totally and can also analyze the impact of their decision on organizational functioning.
6. Since they are involved in the decision-making process from the very beginning, they view the decision as their own and try to implement it with full enthusiasm.
7. Worker's participation in management also helps in building confidence and mutual trust between the workers and the management.

Que 4.33. State the provisions relating to "three tier" system of adjudication under Industrial Dispute Act, 1947.

Answer

Adjudication consists of settling dispute. The appropriate government plays a direct role in regulating industrial relations through adjudication which is called three tier systems.

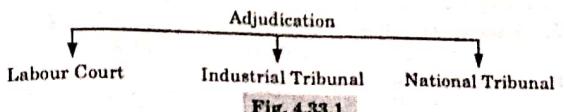


Fig. 4.33.1.

- i. **Labour Court :** It consists of one member only who is normally a sitting or an ex-judge of a high court. It is mentioned in the second schedule of the act.

Provisions :

- a. Illegality or otherwise of any strike or lockout.
- b. The application and interpretation of standing orders.
- c. Withdrawal of any statutory, concession or privilege.

- ii. **Industrial Tribunal :** It is one member body. The matters fall within the jurisdiction which is mentioned in second and third schedule of the act.

Provisions :

- a. Wages including the period and mode of payment.
- b. Working hours and rest intervals.
- c. Bonus, profit sharing, provident fund and gratuity rules for discipline and rationalism.

- iii. **National Tribunals :** The central government may constitute national tribunal for adjudication of dispute mentioned in second and third schedule which refers to question of national importance.

Provisions :

- a. The central government has power to reject or modify which is necessary in public importance.

Que 4.34. Write short notes on the following :

- i. Labour court and Industrial Tribunals.
- ii. Principles of Industrial Discipline.

Answer

- i. **Labour Courts and Industrial Tribunals :** Refer Q. 4.33, Page 4-24U, Unit-4.

ii. Principles of Industrial Discipline :

1. Discipline may be considered as the force that prompts individuals or groups to observe rule, standards and procedures deemed necessary for an organization.
2. Following are the principles of Industrial Discipline :
 - a. **Code of Discipline :** The rules and regulations of the code of conduct should be prepared with the consent of both parties.
 - b. **Centralization of Discipline :** The greater the uniformity (centralization), higher will be the effectiveness of discipline procedure.
 - c. **Responsibility :** Responsibility for disciplinary action should be in the hands of a responsible person who may give order to the subordinates.
 - d. **Preventive Measures :** Management should exercise the preventive approach to maintain discipline.
 - e. **Instrument of Progress :** In a progressive discipline approach, the severity of action to modify behaviour increases with every step as the employee continues to show improper behaviour.
 - f. **Prompt Action :** "Justice delayed is justice denied". Effective discipline should be immediate.

Que 4.35. Describe labour tribunals. How these tribunals support industrial peace ?

AKTU 2016-17, Marks 10

Answer**A. Labour Tribunals :**

1. A labour court is a governmental judiciary body which rules on labour or employment-related matters and disputes.
2. In many countries, labour cases are often taken to separate national labour high courts.
3. Other countries, such as the United States, possess general non-judiciary labour relations boards which govern union certifications and elections.

B. Labour Tribunal Support to Industrial Peace :

1. A labour relation system incorporates both social values and techniques.
2. Labour tribunals have become the most popular machinery among the work men who are 'aggrieved' over the termination of their services and they should be indebted to the man behind the creation of this worker-friendly tribunal.
3. The nature of the relationships among organized labour, employers and the government with respect to health and safety are indicative of the overall status of industrial relations in a country or an industry and the obverse is equally the case.

Que 4.36. Describe the meaning and nature of discipline.

Answer

- A. Discipline :** In industrial organizations, discipline means the situation in which all the workers and employees follow the rules and procedure of the organization. It means the situation in which all the employees and workers discharge their duties properly and systematically.
- B. Nature of Discipline :**
1. It is a force that prompts an individual or group to follow the rules, regulations, system and procedure of enterprises in which they work.
 2. It is a mental attitude that encourages the employees of an organization to dedicate efforts for the accomplishment of organizational objectives.
 3. It complies with orders and respect for hierarchy in the organization.
 4. It may be positive when employees follow the rules and regulations of their organization or negative due to fear or penalty.
 5. It symbolizes a state of order in an organization.

Que 4.37. What is code of discipline ? Explain in detail.

Answer**A. Code of Discipline :**

1. The central organizations of employers and workers adopted the code of discipline in 1958.
2. To ensure better discipline in industry, the code lays down that :
 - i. There shall be no strike or lockout without notice.
 - ii. No unilateral action shall be taken in connection with any industrial matter.
 - iii. The existing machinery for the settlement of disputes should be utilized with the utmost expedition.
 - iv. Neither party will have recourse to coercion, intimidation and lockout.
 - v. They will avoid litigation, sit-down and stay-in-strikes and lockouts.
 - vi. No deliberate damage shall be done to plant and machinery.
 - vii. Awards and agreements should be speedily implemented.
 - viii. Any action which disturbs cordial industrial relations should be avoided.
3. So code of discipline provides some guidelines for both employees and employers to maintain a harmonious and cordial relationship and healthy working environment in the organization.

B. Types of Discipline :**i. Positive Code of Discipline :**

1. It defines the form of appreciation and reward for good and positive behavior in the organization.
2. It is an attitude of mind which encourages an employee to work without fear.

ii. Negative Code of Discipline :

1. It is the form of don't which are regarded prohibited forms of behaviors.
2. This approach stresses upon punishment in place of co-operation and incentives.
3. It maintains peace and order in industry by promoting constructive criticism at all levels of management and employment.

Que 4.38. Discuss the importance of code of discipline on industrial productivity.

AKTU 2015-16, Marks 7.5

Answer

Following are the factors in which code of discipline helps in increasing industrial productivity :

1. Avoid work stoppage in industry.
2. Secure the settlement of disputes and grievances by a mutually agreed procedure.
3. Not to encourage physical stress.
4. Facilitate a free growth of trade union.
5. It prohibits strikes and lockouts without proper notice.
6. There is no one sided action in any matter by either party.
7. A common grievance procedure has the provision for careful consideration and negotiations for the settlement of disputes.
8. Both the parties try to avoid any action which may disturb industrial peace in the industry.
9. Prompt actions are taken against those officers who instigate the workers for the breach of its discipline.
10. The unions discourage the negligence of duty, careless operation, damage to property, disturbance of normal work and insubordination.
11. It maintains discipline in industry in both public and private sector.

Que 4.39. What do you mean by standing orders ? Also state its objectives.

Answer**A. Standing Orders :**

1. Standing orders refer to the regulations which govern the conditions of employment for workers.
2. These standing orders make a transparent rule and responsibility book for both employers and employees.
3. For employers the rules are regarding working hours, pay days, holidays, grant of leave to employees, temporary stoppages of work, termination of employment, suspension or dismissal etc.
4. For employees it is necessary to adhere to rules and regulations so that peaceful and favourable conditions can be attained in the organization.

B. Objectives of Standing Orders :

1. They regulate the industrial relations at plant level.
2. They provide a healthy working environment for the workers.
3. They regulate the conditions of employment, discharge, grievances, misconduct, disciplinary action etc., of the worker.
4. They provide a base to solve the grievances or industrial disputes by going through disciplinary proceedings.

Que 4.40. Describe standing orders. Are these orders applicable to all establishments ? What is the scope of their applications ?

AKTU 2015-16, Marks 7.5

OR

What is meant by model standing orders ? Are these orders applicable to all establishments ? What is the scope of their application ?

AKTU 2014-15, Marks 10

Answer

- A. **Standing Orders :** Refer Q. 4.39, Page 4-28U, Unit-4.
- B. **Applicability of Standing Orders :** The Act is applicable to all industrial establishments employing 100 or more workmen. The term industrial establishment includes factory, transport service, construction work, mines, plantation, workshop, building activity, transmission of power etc.
- C. **Scope :**
 1. It extends to whole India.
 2. To whole establishment where 100 or more workmen are employed. Once applicable to the establishment then it continues.

Contemporary Issues

4-30 U (Sem-5 & 6)

3. If the number of workmen employed gets reduced to less than 100, the appropriate government can exempt any establishment from any of the provision of the act.

Que 4.41. Discuss the major provisions under the Industrial Employment (standing order) Act.

Answer

1. The industrial employment act came into force on 1st April, 1947.
2. The object of the Act is "to require employers in industrial establishments to define with sufficient precision the conditions of employment under them and to make the said conditions known to the workmen employed by them."
3. The Act was enacted :
 - i. To bring about uniformity in terms and conditions of employment;
 - ii. To minimize industrial conflicts;
 - iii. To foster harmonious relations between employers and employees; and
 - iv. To provide statutory sanctity and importance to the standing orders;
 - v. To provide for payment of subsistence allowance by the employer during suspension pending enquiry at the rate of 50 percent of the wages for the first 90 days of suspension and 75 percent for the remaining period if the delay in the completion of disciplinary proceedings is not directly attributable to the conduct of the workmen concerned.
4. The Act extends to the whole of India. It applies to every industrial establishment wherein 100 or more workmen are employed on any day of the preceding twelve months.
5. Once the Act becomes applicable to an industrial establishment, it does not cease to apply by reason of a fall in the number of workmen in that establishment below 100.

Que 4.42. Write short note on trade union.

Answer

1. Trade unions are voluntary organizations of workers formed to protect and promote the interests and welfare of their members.
2. A trade union continues association of wage earners for the purpose of maintaining or improving the condition of their employment.
3. A trade union is essentially a union of the workers engaged in the same or different trades formed primarily with the object of helping the members to get a fair return of their labour, to get their grievances which are in the larger interest of the workers.

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Que 4.43. Trace the history of trade union movement in India.

Answer

1. The first trade union was formed in the year 1918 in Madras by Mr. B.F. Wadia.
2. In 1920 All India Trade Union Congress was formed.
3. Several factors gave encouragement to the development of trade unionism in India. These are :
 - i. Non-co-operation of 1920-21.
 - ii. Legal status through enactment of Trade Union Act-1926.
 - iii. Change in economical political condition of India after second world war.
4. At present there are many major trade unions e.g. AITUC-1920, INTUC-1947, HMS-1948 etc.
5. Various political parties with a view to make inroads among workers within the field of unions. This caused the problem of multiplicity of unions but it increased the extent of unionization and made workers aware of usefulness of this instrument.

Que 4.44. What are the various functions of trade unions in Indian industry today ?

Answer

- Following are the some functions of trade unions in Indian industry :
1. Trade unions perform fraternal functions by rendering help to its members in times of need.
 2. It takes care of its members in ensuring adequate wages, congenial working condition and overall good relationship between management and workers.
 3. It tries to secure some share in productivity gains and share in management.
 4. Sometimes in situation of failure of securing its objectives through collective bargaining and negotiation, militant actions in form of go-slow, strike, boycott, gherao etc. are adopted by the trade unions.
 5. On the other hand it acts as check and balance to stop militant functions which are injurious to the growth of industry.
 6. Industrial activities are performed by the trade unions e.g. fair wages for the workers, better social security, bonus profits, rest pause, training ground.
 7. They educate workers and encourage cultural activities.
 8. Trade unions provide financial help during sickness, accidents, unemployment, strike and lockouts etc.

Que 4.45. What are the problems of trade unions ?

Answer

The problems of trade union are as follows :

i. **Internal Problems :**

1. The illiteracy of labour is a hindrance in the growth of trade union. They are not fully conscious of their rights and duties and become toy of the machination of opposite groups.
2. The majority of Indian labours belong to rural areas. Their family resides in villages. So they develop migratory habit and the trade union cannot work properly.
3. On account of low economic condition and poverty, the workers become unable to take part in trade union activity.

ii. **External Problems :**

1. The intermediates conspire against the workers and eager to get information of the workers and pass all information to the industrialist become an obstacle to the growth of trade union.
2. There is not enough support to worker by government laws and machineries to safeguard their interest.
3. The industrialists try their best to undermine and sabotage all efforts designed to strengthen the trade union.

Que 4.46. Explain the registration process of trade union organization.

Answer

The registration process for trade union organization is as follows :

1. Any group of seven or more persons can form a trade union.
2. An establishment meeting needs to be done. There is no limitation about attendance but it is supposed to have as many as members in.
3. Fill a registration form (Form B).
4. Prepare documents as needed to Trade Union Affairs Department within a period of one month reckoned from the date on which it is so established.
5. The minimum age limit for membership of a trade union is 18 years unless the rules of a particular trade union provide for higher age limit.
6. Every application for registration of a trade union shall be made in (Form A) appended to the Trade Union Act 1926 before the registrar of trade unions and shall be accompanied by a copy of rules of the trade union.

Que 4.47. In some situation a union may lose statutory immunity. Discuss this statement making reference to relevant statute and case law.

AKTU 2016-17, Marks 10

Answer

1. A person or trade union, who calls for, threatens to call for or otherwise organises industrial action, has immunity from civil action for inducing a breach of contract or interfering with a contract's performance only if acting in contemplation or furtherance of a trade dispute.
2. The union may lose statutory immunity when :
 - i. Between workers and an employer other than their own employee not wholly or mainly about specified employment related matters like pay and condition.
 - ii. Between groups of workers or between trade unions, i.e., where no employer is involved in the dispute.
 - iii. Between a trade union and an employer, where none of that employer's workforce is in dispute with that employer.
 - iv. Relating to matters occurring overseas, except where workers taking action in the UK in support of the dispute are likely to be affected by its outcome.

Relevant Statute and Case Law :

1. Precedent has a very important role in the common law. It ensures certainty and consistency and logical progression and development in the law.
2. A statement of law made by a judge in a case can become binding on later judges and can in this way become the law for everyone to follow.

VERY IMPORTANT QUESTIONS

Following questions are very important. These questions may be asked in your SESSIONALS as well as UNIVERSITY EXAMINATION.

Q. 1. What are the essentials of a good grievance procedure ?
Discuss in brief.

Ans. Refer Q. 4.3.

Q. 2. What steps should be taken to promote industrial harmony in India ?

Ans. Refer Q. 4.8.

Q. 3. "Industrial peace is a prerequisite of industrial growth of a nation". Comment on this statement.

Ans. Refer Q. 4.9.

Q. 4. What are the causes of industrial disputes in India? Discuss the various economic causes of industrial dispute.

Ans. Refer Q. 4.14.

Q. 5. Discuss the conciliation attribution and adjudication process in industrial relations.

Ans. Refer Q. 4.15.

Q. 6. What do you mean by strike? What are the various causes of strike?

Ans. Refer Q. 4.21.

Q. 7. What is the difference between strikes and lockouts?

Ans. Refer Q. 4.24.

Q. 8. Explain the concept of collective bargaining. Explain the essentials of a good collective bargaining. Discuss the trend and practice of collective bargaining in India.

Ans. Refer Q. 4.27.

Q. 9. Explain in brief about the following:

i. Bipartite agreement.

ii. Tripartite agreement of industrial relation machinery.

Ans. Refer Q. 4.28.

Q. 10. What are the joint management council? What are their functions?

Ans. Refer Q. 4.31.

Q. 11. Discuss the importance of code of discipline on industrial productivity.

Ans. Refer Q. 4.38.

Q. 12. Describe standing orders. Are these orders applicable to all establishments? What is the scope of their applications?

Ans. Refer Q. 4.40.



Visualizing The Future

Part-1 (5-2U to 5-11U)

- Models of Industrialization-Collectivist, Anarchist, Free Market, Environmentalist etc.
- Cultural Issues
- Consumer Society
- Sociological Concerns

A. Concept Outline : Part-1 5-2U
B. Long and Medium Answer Type Questions 5-2U

PART-1

Models of Industrialization-Collectivist, Anarchist, Free Market, Environmentalist etc., Cultural Issues, Consumer Society, Sociological Concerns.

CONCEPT OUTLINE : PART-1**Types of Industrialization Models :**

There are four types of industrialization models:

1. Collectivist model,
2. Anarchist model,
3. Free market, and
4. Environmentalist model.

Consumer Society : The term consumer society refers to modern capitalist societies that are organized around increasing levels of consumption.

Questions-Answers**Long Answer Type and Medium Answer Type Questions**

Que 5.1. Explain the collectivist model of industrialization.

OR

Give the example of collectivist industrialization in India with its advantages and disadvantages.

Answer**A. Collectivist Model :**

1. It is widely agreed that culture has an important influence on social outcomes and economic outcomes.
2. The degree of collectivism as the complementary fraction of time that members of society work together and enjoy the output of the group activity.
3. When working individually, output per unit time depends on the individual's ability; when working collectively, output per unit time depends on the average ability of society.
4. When working collectively the less able members of society produce more per unit time than when working alone-so a greater degree of collectivism provides a social "safety net" for the low ability member.

B. Examples of Collectivist Industrialization in India :

1. Gujarat Cooperative Milk Marketing Federation Limited, owned by 2.4 million farmers in Gujarat, owners of AMUL brand.
2. Cooperative housing societies.
3. Hutatma Aihir Sugar Cooperative, Sangli Maharashtra, has the highest productivity amongst all sugar mills in India.

C. Advantages of a Collectivist Organization :

1. A collectivist organization is owned and controlled by its members.
2. It has a democratic control.
3. This type of organization has a limited liability.
4. Profit distribution (surplus earnings) to members is carried on in proportion to the use of service.

D. Disadvantages of a Collectivist Organization :

1. A collectivist organization entails longer decision-making process.
2. It requires members to participate for success.
3. Extensive record keeping is necessary in this form of organization.
4. It has less incentive, and there's also a possibility of development of conflict between members.

Que 5.2. Define anarchist. Give its characteristics with advantage and disadvantage.

Answer

A. Anarchist : An anarchist belief in the abolition of all government and the organization of society on a voluntary, cooperative basis without recourse to force or compulsion.

B. Characteristics :

1. Opposed centralization of power.
2. Opposed reliance on the state.
3. Self help and cooperatives.

C. Example of Anarchist Model : The Kibbutz of Israel :

1. Collectively owned organization
2. Around 2000, 2.5 % of population of Israel lived in a Kibbutz, but produced 33 % of its agricultural products and 6.3% of its manufactured products.
3. Set up farms and later small industries.
4. From each according to ability and to each according to need.
5. All income of kibbutz goes to a common pool.
6. Personal allowances are given.

Visualizing the Future

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7. All major decisions made through meetings and democratic processes.
8. Rotation of work.
9. Emphasis on equality.
10. Motivation through culture and nationalism.
11. Children reared collectively.

D. Advantage :

1. Since there is no direct authority, individuals have complete freedom.
2. There is singular authority; hence the opinions of citizens matter a lot.
3. They have a voice in everything.

E. Disadvantage :

1. There is no authority as such, this leads to more disorder.
2. There are no guiding principles or laws as such.
3. This might lead to a haywire society.
4. Also, the process for the system would be much slower sometimes.

Que 5.3. Define free market. Explain the characteristics of free market.

Answer

A. Free Market :

The free market is an economic system based on supply and demand with little or no government control.

B. Characteristics of Free Market :

a. Private Property :

1. Labour resources, natural resources, capital resources (e.g., equipment and the goods and services produced in the economy) are largely owned by private individuals and private institutions rather than owned by the government.
2. This private ownership combined with the freedom to negotiate legally binding contracts permits people, within very broad limits, to obtain and use resources as they choose.

b. Freedom of Enterprise and Choice :

1. Private entrepreneurs are free to obtain and organize resources in the production of goods and services and to sell them in markets of their choices.
2. Consumers are at liberty to buy that collection of goods and services that best satisfies their economic want.
3. Workers are free to seek jobs for which they are qualified for.

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c. Motive of Self-interest :

1. The "invisible hand" that is the driving force in a market economy is each individual promoting his or her self-interest.
2. Consumers aim to get the greatest satisfaction from their budgets; entrepreneurs try to achieve the highest profits for their firms; workers want the highest possible wages and salaries; and owners of property resources attempt to get the highest possible prices from the rent and sale of the resources.

d. Competition :

1. Economic rivalry means that buyers and sellers are free to enter or leave any market and that there are buyers and sellers acting independently in the marketplace.
2. It is competition, not government regulation that diffuses economic power and limits the potential abuse of that power by one economic unit against another as each attempt to further its own self-interest.

e. System of Markets and Prices : Financial Systems.

f. Limited Government :

1. A competitive market economy promotes the efficient use of its resources. As a self-regulating and self-adjusting economy, no significant economic role for government is necessary.
2. However, a number of limitations and undesirable outcomes associated with the market system result in an active, but limited economic role for government.

Que 5.4. What are the variables or principles that define a free market? Give advantage and disadvantage of free market.

Answer

1. Although there is no one set of variables that define a free market, there is a generally accepted set of measures that help to determine just how free a market economy can be.
2. These variables can be divided into the following groups:
 - i. Trade policy.
 - ii. Government intervention.
 - iii. Monetary policy.
 - iv. Capital and foreign investment flows.
 - v. Banking and finance.
 - vi. Wages and prices.
 - vii. Regulation.
3. These are some of the principles that helped to move a country toward a free market economy.

A. Advantages of Free Market :

- Consumer Sovereignty :** In a free market, producers produce what consumers want at a reasonable price. It gives the consumer more choice for their purchases.
- Absence of Bureaucracy :** Free markets reduce cost, lead to more innovation and research and development through the absence of red tape.
- Motivational Influence of Free Enterprise :** Guided by the invisible hand, entrepreneurs take a risk to fulfill consumer demand. Those entrepreneurs who succeed are rewarded with profits.
- Optimum Allocation of Resources :** Resources in the market are better distributed and allocated. Since consumers are willing to pay for a certain quantity of a product, producers are willing to pay to acquire raw materials.

B. Disadvantages of Free Market :

- Poor Quality :** Since profit maximization is the biggest motivation for firms, they may try to reduce their costs unethically by polluting the environment or by exploiting workers.
- Merit Goods :** Goods and services that are not profitable will not be produced. Rural communities will suffer as a result, e.g., regarding transport and post. For example, rural hospitals may not be profitable to run but are necessary.
- Firm Power :** Large firms can still dominate certain markets, even where there is competition, and exploit suppliers (by squeezing their prices down) and consumers (by charging higher selling prices) to maximize profits.
- Unemployment :** Certain members of society will not be able to work with the elderly or the unemployed (because their skills aren't marketable). They will be left and will fall into poverty (remember if there is no government, they cannot be helped).

Que 5.5. Describe the effect of industrialization on environment.

Answer

- Rapid industrialization has not only led to the economic development. On the other hand it has increased pollution of land, water, noise and air.
- Following are the effects of industrialization on the environment :
 - Water Pollution :**
 - Most industries require large amounts of water for their work.
 - The water comes into contact with heavy metals, harmful chemicals, radioactive waste and even organic sludge.

3. These are either dumped into open oceans or rivers. As a result, many of our water sources have high amount of industrial waste in them which seriously impacts the health of our eco-system.

4. Water pollution has already rendered many ground water resources useless for humans and wildlife. It can at best be recycled for further usage in industries.

b. Soil Pollution :

- Soil pollution is creating problems in agriculture and destroying local vegetation.
- It also causes chronic health issues to the people that come in contact with such soil on a daily basis.

c. Air Pollution :

- Air pollution has led to a steep increase in various illnesses and it continues to affect us on a daily basis.
- With so many small, mid and large scale industries coming up, air pollution has taken toll on the health of the people and the environment.

d. Wildlife Extinction :

- Industrial pollution causes natural rhythms and patterns to fail, meaning that the wildlife is getting affected in a severe manner.
- Habitats are being lost, species are becoming extinct and it is harder for the environment to recover from each natural disaster.

e. Global Warming :

- With the rise in industrial pollution, global warming has been increasing at a steady pace. Smoke and greenhouse gases are being released by industries into the air which causes increase in global warming.
- Melting of glaciers, extinction of polar bears, floods, tsunamis, hurricanes are few of the effects of global warming.

Que 5.6. What are the causes of industrial pollution ?

Answer

Following are the causes of industrial pollution :

- Lack of Policies to Control Pollution :** Lack of effective policies and poor enforcement drive allowed many industries to bypass laws made by pollution control board which resulted in mass scale pollution that affected lives of many people.
- Unplanned Industrial Growth :** In most industrial townships, unplanned growth took place wherein those companies flouted rules and norms and polluted the environment with both air and water pollution.

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c. Use of Outdated Technologies :

1. Most industries still rely on old technologies to produce products that generate large amount of waste.
2. To avoid high cost and expenditure, many companies still make use of traditional technologies to produce high end products.

d. Presence of Large Number of Small Scale Industries : Many small scale industries and factories that don't have enough capital and rely on government grants to run their day-to-day businesses often escape environment regulations and release large amount of toxic gases in the atmosphere.

e. Inefficient Waste Disposal : Water pollution and soil pollution are often caused directly due to inefficiency in disposal of waste.

f. Leaching of Resources from Our Natural World :

1. Industries do require large amount of raw material to make them into finished products.
2. This requires extraction of minerals from beneath the earth. The extracted minerals can cause soil pollution when spilled on the earth. Leaks from vessels can cause oil spills that may prove harmful for marine life.

Que 5.7. Write short note on cultural transformation and industrialization.

Answer

1. Cultural transformation and culture either speeds up or retards industrialization.
2. Developing countries have segmented societies with wide class and culture gaps.
3. The traditional dominant culture is reactive to the newer industrialization process and its industrial culture.
4. To induce industrialization, the pre-existing culture must adopt or be broken as industrialization proceeds.
5. Industrialization modifies or destroys traditional cultures.
6. As the industrializing groups adopt modern technologies in the economy via industrial revolution, a cultural transformation must be launched even ahead of the industrialization movement.
7. Cultural institutions like religious places, family system, mass media and entertainment, and community-based social institutions are mechanisms that facilitate the process of changing economies and societies.
8. With the economy and speed of modern communication and transportation systems, ideas and cultural institutions are fast being modified.

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Que 5.8. What are the characteristics of industrial culture ?

Answer**Characteristics of Industrial Culture :**

1. Nuclear family system that accentuate individual incentives to work, save and invest.
2. Open social structure that encourages equality of treatment and advancement on the basis of ability.
3. Religious and ethical values favourable to economic gain and growth, innovation and scientific change.
4. Legal system that encourages economic growth through protection of property rights from arbitrary or capricious rule.
5. Strong central governmental organization and the sense of being a nation which can play a decisive role in economic development.

Que 5.9. Define consumer society. What are the advantages and disadvantages of consumerism ?

Answer

1. A society in which people often buy new goods, especially goods that they do not need, and in which a high value is placed on owning many things.
2. The term consumer society refers to modern capitalist societies that are organized around increasing levels of consumption.
3. The key features generally include a culture dominated by fashion, advertising, and mass marketing; aspirations, lifestyles, and identities tied to conspicuous consumption, and a lack of traditional moral restraints on individual desires.

a. Advantages of Consumerism :

1. **Low Cost of Living :** This is because manufacturers and companies would price their products at lower costs to encourage consumers to act and purchase in order to increase the consumption of goods and services.

b. More Jobs :

1. For companies to increase their output and production, they would need more staff, workers, and employees to answer for the greater consumer demand.
2. This would generate more work opportunities and thus reduce the extent of unemployment.
3. **Better for Business :** Whichever way you look at it, consumerism will always benefit business owners and companies.

B. Disadvantages of Consumerism :**a. Low Quality Products :**

1. The problem with consumerism is that it will force manufacturers to use low end materials to create more goods.
2. This also helps them to drive down costs, but ultimately reduces the quality of products and services leading to widespread consumer dissatisfaction.

b. Moral Implications :

1. When society is encouraged and driven to make purchases in larger and larger amounts, they might be driven to faulty moral reasoning.
2. People become more inclined to think that material possessions are more important and are essential to true happiness, rather than intrinsic motivators.

c. Poor Work Environments and Terms :

1. Because companies would be forced to hire more, produce more, and sell more for less the cost, they ultimately spend more.
2. The one group of individuals who will take the brunt will have to be the workers, who will be compensated poorly and who will have to work in poor employment environments and under unreasonable terms.

Que 5.10. What are the sociological concerns of industrialization ?

Answer

Some of the sociological concerns of industrialization in India are :

a. Way of Thinking :

1. The industrial process is mechanical, and the thinking needed to set up and manage a factory is scientific.
2. Daily activity, whether on a fairly simple level of manual operations or on a much higher level of design and organization, puts face to face at all times with the results of actions.
3. This constant realization that certain actions lead inevitably to particular results, and that particular results cannot be achieved except by specific actions creates a habit of thought which can be called scientific, mechanistic, or matter-of-fact, and this habit of thought is naturally carried over to other spheres of life.

b. Matter-of-fact Attitude :

1. In industrial society the dominant mode of thought is that of the technologist.
2. As he shapes a part with his machine, so he begins to feel that he can shape his life. As he asks "why" about the amount of power used for an industrial operation, so he asks why about the rest of his life: why should he support his never-do-well brother, or why should he not smoke.

3. Answers like duty and moral obligation carry less weight, unless he can be shown that there is a practical advantage.
- c. **Class and Family Structure :**
1. The size and complexity of factory establishments also tend to break down the lines of family and caste.
2. When only a few people are needed, it is a fairly simple matter to keep the establishment in the hands of the "in-group", but when hundreds are needed it becomes increasingly difficult.
- d. **Greater Mobility :**
1. An industrial society requires greater mobility, both occupational and spatial.
2. As people move up and down and across the frame of occupations and skills, each man living in a different locality and receiving his own pay packet, the natural unit becomes the biological family of man, woman and minor children.

VERY IMPORTANT QUESTIONS

Following questions are very important. These questions may be asked in your SESSIONALS as well as UNIVERSITY EXAMINATION.

Q. 1. Explain the collectivist model of industrialization.

Ans: Refer Q. 5.1.

Q. 2. Define anarchist. Give its characteristics with advantage and disadvantage.

Ans: Refer Q. 5.2.

Q. 3. Define free market. Explain the characteristics of free market.

Ans: Refer Q. 5.3.

Q. 4. Describe the effect of industrialization on environment.

Ans: Refer Q. 5.5.

Q. 5. Define consumer society. What are the advantages and disadvantages of consumerism ?

Ans: Refer Q. 5.9.

Q. 6. What are the sociological concerns of industrialization ?

Ans: Refer Q. 5.10.

