

The Impact of work related factors on Labour Management Relationship

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ABSTRACT

Labour Management Relationship is an important factor that could contribute to gain the competitive advantage in productivity and value addition in both manufacturing and service producing organizations in the global environment of this new millennium. Existing literature reveals a gap in the knowledge in respect of work related factors that affect Labour Management relationship in Sri Lankan context. Effective handling of work related factors has become a vital aspect in maintaining a harmonious and a productive Labour Management Relationship. This study is an attempt to identify the impact of work related factors on Labour Management Relationship in Rubber Manufacturing organizations in Sri Lanka. Further this study empirically evaluated four work related factors that could have an effect on Labour Management Relationship, namely Routinization, Autonomy, Distributive justice and procedural justice while the Labour Management Relationship was analyzed under four dimensions namely Understanding between parties, Participation, Grievance Handling and Dispute settlement. The objective of this study was to identify the impact of work related factors on Labour Management Relationship. Hence the study involved randomly selected ninety employees who are currently working for unionized companies which are engaged in manufacturing rubber products in Sri Lanka. Data were obtained by giving a structured questionnaire. Reliability of the questionnaire was more than 0.7 according to the Cronbach's Alpha test. The regression analysis and Person's correlation Analysis were used to analyze the data. The statistical results of this study revealed that there is a positive and significant association between work related factors; Autonomy, Distributive justice and procedural justice while as a work related factor Routinization has a negative relationship with Labour Management Relationship. This study enhances the degree of understanding of the work related factors and how it can be used to enhance the Labour Management Relationship of Rubber production industry in Sri Lanka.

Key Words- Labour Management Relationship, Work Related Factors, Routinization, Autonomy, Distributive Justice, Procedural Justice