

Preface

Productivity is one of the most important aspects and has become a deep concern to the management of an industrial undertaking. Productivity is related to the morale of the respective employees of an organization. If the morale of the employees becomes high then it is expected that productivity of the workers will also be high. So, it is the utmost drive of the management to increase the productivity of its employees to the maximum possible extent. Productivity has got a direct linkage with the industrial relations that is the relationship between the management and its workers. If the industrial relations are cordial then it can be stated that productivity will also become high and if the individual productivity of the workers go on increasing then it is expected that the overall productivity of the industrial organization undertaking will also become high.

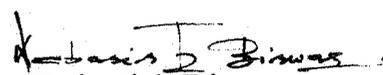
Tea industry is a highly labour intensive industry and each and every tea estate employs a huge number of workers for working in their respective tea estate. As this industry is highly labour intensive industry, so it is expected that good industrial relations have got tremendous impact on the productivity of its workers. If the industrial relations are not congenial then the productivity of individual workers is adversely affected and in other words it affects the overall productivity of the industry.

There are different parameters through which we can measure whether industrial relations are good or bad. But it is to be stated that

even if the industrial relations are not good enough then management must encourage the reasons and should or must take appropriate steps to implement a better industrial relations in the tea estates .Bad industrial relations have got a cascading effect on the overall tea industry as we have been observing that since 2000 onwards a lot of tea estates have either been closed or even abandoned by its owners due to the low productivity of those tea estates. One of the most important reasons of that low productivity might be the existence of bad industrial relations within the industry.

So, it is an utmost desire of the modern management of the tea estates to uphold and restore good industrial relations in their respective tea estates.

The present study is devoted to measure the impact of industrial relations on the productivity in tea industry in general and Dooars region located in the state of West Bengal in particular. It is also expected that this study will be able to locate the relationship between industrial relations and productivity and it is also expected that it can suggest some specific measures for improving the industrial relations which in turn will improve the productivity of the tea workers working in the tea estates in general and productivity of the tea estates located in the Dooars region in particular.


Debasish Biswas