

The Role of Employer's Association and their Relationship with Overall Management of Organization

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Abstract

Employer's Associations, Especially in large Organizations, are usually big and most Employers' Organization is registered as members of the association. Most of their unions fight for the rights of the employers' and normally have the support of most employers in an Organization. This topic seeks to find out the role of these Unions, their relationship with the Organization Management, and the effects they have on the overall Management of an Organization.

Keywords: Registered, Association, Support, Unions, Relationship, Overall Management.

Introduction

Employers Association is "Formal group of employer's setup to defend, represent or advice affiliated employers. As well as, a union is a group of workers who have joined together to ensure their interests are protected. Such administration activities include setting the Organization's strategy and coordinating the efforts of staff to accomplish these objectives through the application of available resources.

Although, Management and employers' both are interrelated with each other, Such as Management couldn't functioning without employers as well as employers too. So, in that situation Employers Association plays a vital role of maintaining the healthiest relationship between of both Management Organization and their employers.

Employer's Association for Organizations to deal with labor problems from the employer's point of view. Mr. Naval Tata strongly pointed out employer's Organizations are required to:

- Develop healthy and stable industrial relations.
- Promote collective bargaining at
- Bring a unified employers' viewpoint of the issues on industrial relations to the government in a concerted manner; and
- Represent in the meeting of ILC and SLC boards in conformity with tripartite approach to labor matter.
- Employers' Associations are formed to promote and protect interests of employers in trade and industry.

Employer's Associations are Non-profit Organizations that advocate and provide support for a group of member employers.

Why it should be important for management organizations:

- Employers’ Association is promote and product the interest of employers engaged in industry, trade and commerce in India.
- It gives train and developed staff and members.
- It should deal with safety and health at work place and working environment.
- Offers advice concerning various aspects of labor policy.
- Take some initiate steps to improve public image and improve public relations.
- Obtain data on wages and conditions of work in industries attached to them. Come out with surveys, research- basedreports on issues of importance to both labor and management.
- And educate the public regarding the character, scope, importance and needs of trade, industry and commerce represented by members.

Different Employers Organization’s in India

Name of Association	Nature	Setup Year
AIOE	All India Organization of Employers <ul style="list-style-type: none"> • Unitary type of Organization. • The president elected is every year 	1953
EFI	Employers’ Federation of India <ul style="list-style-type: none"> • It has governing body executive committee and the secretariat. • Governing body formulates policies and the executive committee implements policies and the secretariat with its own permanent staff is responsible for carrying out the decisions of the governing body. • It had only four presidents in over 50 years. 	1933
IOE	International Organization of Employers. <ul style="list-style-type: none"> • It had a membership of employers Association from over 100 countries. 	1920
CIE	Council of Indian Employers <ul style="list-style-type: none"> • It was to ensure closer cooperation and coordination between the two bodies which together represent particularly the interests of large-scale industry in India. • The SCOPE joined the CIE in the year 1973. 	1956
SCOPE	Standing Conference of Public Enterprises. <ul style="list-style-type: none"> • Its tasks both internal and external to the public sector. • It is an apex professional organization representing the central government public enterprises. • It has also some states enterprises, Banks and other institutions as its members. • Gradually the amorphous concepts began to take shape with help and inspiration of the late Mr. Mohan Kumaramangalam, the Minister for steel and Mr. Proxy Fernandez, then directors general, BEP, NEW HORIZON was rechristened as SCOPE. 	NEW HORIZON was setup in 1970.

Employers’ Association Role Playing in an Organization

Employer association is to create a professional,

or at least an experienced, organization which can represent member’s collective interests during the collective bargaining process.

It has clearly defines encompasses programs and communication channels that enforce corporate rule and culture, as well as resolve issues around various work place.

The most effective practices within the field of employers include the incorporate of fair hiring practices and equal on employment opportunities.

They have thorough documentation and record keeping of employers actions are required by government law.

Difficulties of employers' accepting this kind of associations:

- Many of the employers do not believe that their needs and priorities can be considered and protected successfully by a third party.
- Employers do not like from becoming union members is to avoid sharing their business details and their targets, since organization will have other employer's members which are competitors from the same sectors.
- Some employers prefer not to appoint even professional consultants during collective bargaining negotiations.
- Such organizations do not generally exercise their legal right to strike, which is similar to the right held by employer unions. That's why they may find it unnecessary to join an employer association.
- It has high union clues, less collaborative work environment, high labor costs, makes hiring and firing difficulties.

Conclusion

Employer associations also need to increase their reputation and penetration among employers, and they should understand what is essential to employers and to be aware of business trends in order to find the latest solutions for employers. Although the ability to anticipate issues before they happen, negotiate and comprise on various issues

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recommend innovative solutions as well as, they should make decisions quickly are also important.

The relations with unions are typically adversarial and occasional interactions but not usually founded on the realization of the importance of a continuous dialogue and discussion to develop rapport, mortality, Trust and confidence in each other.

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