

Q.2 -> What is the meaning of trade union? Discuss the reasons due to which employees join unions. What is grievance procedure? Explain its merits and demerits.

Ans -> Trade union:- An organization for people who all do the same type of work. Trade unions try to get better pay and working conditions for their members.

There are function

- ① Fraternal or mutual help function
- ② Militant or fighting function

Grievance procedure:- A grievance is a formal complaint that is raised by an employee towards an employer within the work place. There are many reasons as to why a grievance can be raised, and also many ways to go about dealing with such a scenario.

Merits and demerits

① These are following merits  
They protect employees against unfair lay off and dismissal in the business through analyzing all facts and decision with fairness.

② This procedure is trustworthy and transparent, and gives everyone the confidence.

① There are following demerits  
Employees hesitate to communicate upward.

② More prone to distortion.

③ Depends upon the attitude of the top management.