

Q.2
Ans

A Trade Union is an association of workers forming a legal unit or legal personhood. usually called as 'Bargaining Unit'. which acts as bargaining agent and legal representative for a unit of employees in all matters of law or right arising from or in the organisation administration of collective management, agreement.

★ Reasons due to which employees join unions are:-

i) Greater Bargaining power - If he is not satisfied with the wage or other salary conditions of employee, he can leave the job. Thus, the better course for him is to join a union.

ii) Minimize Discrimination - His decision regarding pay, work, transfer, promotion, etc, are highly subjective in nature.

iii Sense of Security - The employees may join the unions because of their beliefs that is an effective way to secure adequate protection from various types of hazards and income insecurity such as, accident, injury, unemployment etc.

iv Sense of Belongingness - on the other hand, those who join unions feel they gain respect in the eyes of their fellow workers.

* Grievance procedure are:

i Raising a formal grievance - The employee with grievance should put in writing to whom is most appropriate - this could be line manager, HR manager or employer.

ii Respond to formal grievance - The manager should respond whether anything similar has happened before also or not.