

**EMPLOYEES PERCEPTION ON  
INDUSTRIAL RELATIONS PRACTICES IN ITC  
LIMITED -ILTD DIVISION'S OF ANDHRA  
PRADESH**

**P. Venkateswara Rao<sup>1</sup> & Dr. V. Tulasi Das<sup>2</sup>**

<sup>1</sup>Research Scholar, Dept of HRM, Acharya Nagarjuna University, Guntur, AP, India

<sup>2</sup>Head, Dept. of Human Resource Management, Acharya Nagarjuna University,  
Guntur,A.P, India

**ABSTRACT**

Trade unions are not really industrial organizations in the Indian situation. They are loosely-knit protest committees, with weak structures and finding themselves in very difficult situations relating to positive decision-making, and needing to be bailed out either by the management, political parties, or the government. Finance and manpower-wise, they are extremely weak and instead of integrating, they are fragmenting. Labour unions have rarely concerned themselves with providing answers to numerous industrial questions as an adult constituency, but enjoy the vested interests in the “fruits of backwardness” which has dominated the stances of almost all the political parties in the country. Against this the present study is undertaken to find out the perception of employees on Trade unions and collective bargaining, by using structured questionnaire. The data has been tested against the null hypothesis, and the results shows that by bringing significant improvements in these factors a conducive climate can be achieved. However different variables are required to be qualitatively enhanced for ensuring significant improvements in the classified factors.

**KEY WORDS:** political parties, Labour unions, collective bargaining.