



RESEARCH ARTICLE

HUMAN RESOURCE RELATIONS WITH PRINCIPAL AUTHORITY IN MANUFACTURING INDUSTRY: BANGLADESH PERSPECTIVE

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ARTICLE INFO

Article History:

Received 14th September, 2017

Received in revised form

26th October, 2017

Accepted 09th November, 2017

Published online 30th December, 2017

Keywords:

Employee Relations,
manufacturing Industry Sector,
Bangladesh.

ABSTRACT

At present manufacturing sector are happening due to low loss due to management and conflict between workers. Moreover, the current study has been designed to investigate the cause of the worker's relationship in Bangladesh's manufacturing sector. The response of the answer sheet has led to the main reasons for labor relations being discovered in top-level management. Besides, the reasons for poor participation in the decision making process, absence of agreeing management, absence of labor union lack of employment, payment irregularities, low wages, blame for manager / officer employees, rumors, conspiracies, non-profit labor laws, unhappy nature of workers and political intervention. In addition, the researcher asked to improve the working relationship issues in the Bangladeshi manufacturing sector to take competitive advantage in the global market.

INTRODUCTION

Importance of Manufacturing for Economic Growth in Bangladesh. It is widely acknowledged that accelerated economic growth and poverty alleviation, which are the vital goals before the country, require ensuring radical structural shift in the economy favoring the manufacturing sector (Different Plan Documents of Bangladesh). In the context of the limited resource base of Bangladesh, low technology and productivity base, narrow product mix, the constraints of the domestic market, the pressure for gainful employment of a growing labor force and increasing scope to use the emerging global opportunities, the task of designing a strategy of manufacturing development capable of addressing the emerging challenges, both domestic and global, has become important for future development of Bangladesh. Manufacturing sector is unique in enjoying benefits of increasing return to scale. The importance of manufacturing is also reinforced by the development of agriculture and service sectors for their reliance on backward and forward linkages with the manufacturing. Manufacturing produces most of the capital goods, all intermediate goods and most of the consumer goods. Manufacturing sector is the most vibrant force of development, and as Weiss (1988).

Background of the study

Manufacturing Growth Performance of Bangladesh in Different economic Phases Bangladesh witnessed decades of slow economic growth until 1990 (Table 2 & 3). Growth rate started to rise since early 1990s and during the first decade of the 21st century, the average economic growth rate approached 6 percent per annum. Even though the Bangladesh growth path is rising, the average growth rate for Bangladesh during the 2000s was much lower than that of the rates in China, India and Vietnam. Manufacturing growth during the seventies lagged behind economic growth. In the later period since eighties, manufacturing growth outstripped GDP growth. Double digit growth in manufacturing is a long cherished goal for the country though it did not yet reach the goal. Though manufacturing has small share of GDP, its growth over the years has been steady (7% a.m. in the last 10 years). Double digit growth is though challenging is not unachievable if power and infrastructure problems are resolved and political stability is maintained. Growth of manufacturing has expectedly exceeded GDP growth though not by high margin (Fig.3). Elasticity results show that for 8% GDP growth, manufacturing growth need to be around 11.0-12.0% p.a which will not be unreachable, though a bit difficult given its past growth experiences and prevailing problems of infrastructure and political instability.

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Literature review

Bashir *et al.* (2003) Indicates that its relationship with job design, structure and employee motivation and performance in the insurance industry sector of Bangladesh. A revised interview conducted by 40 executives at different levels of two insurance companies in private and public sector was conducted. The results of the research show that the executives of the insurance sector in Bangladesh send tasks to different, clearly defined authorities and their jobs according to responsibilities, accountability, data processing, internal coordination and safety. Mariam Jamila, Bakhtear Uddin and Salma Ahmed (2006) It has been reported in the report that inadequate and semi-skilled women workers have the opportunity to get employment in the garment industry in Bangladesh. This paper has found that women in Bangladesh's garment sector are not discriminatory because they are women. Although gender-based wages in garment cases can be personal incidents of discrimination, most workers' wages are determined by their skills, work per hour, experience and age. The motivation of partnership is directed towards improving because the workers are understandable and involved in the situation. Cooperation with their self-esteem, job satisfaction and management can also improve. The results are often reducing conflicts and stress, more commitment to goals, and better recognition of changes. Turnover and absence can be reduced because employees think that they have better places to work and they are more successful in their jobs. In the discussions about the issues related to the work of mutual relations between the people, they have established good communication between themselves. Management organizations are providing fiancés and workers with increased information about the operation, and can share this information with employees and advise employees about good quality (Newstrom & Davis, 2004).

Sultan (2010) says, Only 30 percent of the net profit is spent on workers, while 50 percent of the workers are exposed to workers' wages in other countries. He also said, "In our country, if you do not go down the street, people will not pay attention to any movement. The same happened in the case of garment workers. They face serious problems and if they do not leave the road, someone will have serious problems." Fahmida and Moazzem (2007). There are a number of things to be considered when determining the minimum wage for industrial workers. These are: i) the minimum requirements for workers' qualified living; (ii) the enterprise's ability to adjust to the additional costs arising from wage hikes; iii) considering the wages structure of the same industry sector; and iv) wage adjustment with the economic development of the country.

Objectives of the study

Finally, our main objectives are

- To access out the human resourcerelationswith top level management in Bangladeshmanufacturingsector,
- Tomake suggestions most of the employee relations factors have to be improved in the Bangladeshi Manufacturing industry sector for taking competitive advantage in world market.

Data analysis and methodology

This study was conducted using a survey question given by Random samples of participants of five manufacturing

companies of Dhaka City Corporation. In this way the research data was analyzed using datameasurement.This information is analyzed using IBM SPS statistics software for statistical assumptions. Frequency of male and female respondents, their respective age group and income group data analysis has been analyzed. These frequency tests are used to test the average, medium, and mode of this group, including standard deviation. Tested using hypothesis correlation. Under Pearson's correlation, this report follows the guidelines given by the Rhiniti (1981).The interpretation of the correlation coefficient is as follows:

weak	very weak	moderate	strong	very strong
0.2 to 0.4	0 to 0.2	0.4 to 0.7	0.7 to 0.9	0.9 to 1.0

The data has also been tested using regression analysis. Using this method, the data has been used to test how much a dependent variable can be explained by the independent variable. Under this method, if Rho is less than or equal to 0.05, then the alternative hypotheses has been chosen and vice versa.

Descriptive Statistics

Variable	Mean	Mode	S.D.	Variance	Coefficient of Variation (%)
Working Environment	2.42	2.00	0.982	0.965	43.17
Salary	3.18	4.00	1.109	1.229	35.08
Reward System	2.77	4.00	1.115	1.243	38.09
Employee Safety	2.40	2.00	0.918	0.844	39.23
Employee Welfare	2.41	2.00	0.948	0.864	39.33
Top management activities	2.77	3.00	0.938	0.880	33.87

Regression &Correlation Analysis

Variable	Top management responsibility
Working Environment	0.854
Regression R ² = 0.726	

Assessment of the Hypothesis

Ho1: There is strong relationship between Work environment and Top management responsibility.The result of the correlation analysis depicts that the Work environment is moderately and positively correlated with Top Management. So the null hypothesis is accepted.

Variable	Top management responsibility
Salary	0.729786
Regression R ² = 0.532	

Assessment of the Hypothesis

Ho1: There is positive relationship between Salary and Top management responsibility.The result of the correlation analysis depicts that the Salary is strong and highly correlated with Top management responsibility. So null hypothesis is accepted.

Variable	Top management responsibility
Reward System	0.718
Regression R ² = 0.515	

Assessment of the Hypothesis

Ho1: There is positive relationship between Reward system and Top management responsibility. The result of the

correlation analysis depicts that the reward system is strong and highly correlated with Top management responsibility. So null hypothesis is accepted.

Variable	Top management responsibility
Employee Safety	0.762
Regression $R^2 = 0.580$	

Assessment of the Hypothesis

Ho1: There is positive relationship between Employee safety and Top management responsibility. The result of the correlation analysis depicts that the Employee safety is strong and highly correlated with Top management responsibility. So null hypothesis is accepted.

Variable	Top management responsibility
Employee Welfare	0.861
Regression $R^2 = 0.741$	

Assessment of the Hypothesis

Ho1: There is positive relationship between Employee welfare and Top management responsibility. The result of the correlation analysis depicts that the Employee welfare is strong and highly correlated with top management responsibility. So null hypothesis is accepted.

Interpretation

Several major conclusions emerged from the present study:

- The worker level of manufacturing industry sector identified five major causes of poor relation with top level management, such as absence of willingness of the top level management, absence of labor union activities, lack of workforce diversity, illiteracy of the workers and political grouping among the workers.
- Direct participation in decision making has occurred in managerial activities and goal setting in a limited range.
- Only few motivational activities such as bonus, transport, canteen, medical facility and profit sharing are used in garment sector for the employee relation.

Recommendation

- Establishing a compulsory social safety net package for RMG workers
- Continuous training program to sensitize the workers about their rights and interest should be undertaken in cooperation with and financial assistance from the fraternal organizations abroad.

Conclusion

A part from the formulation of manufacturing industry sector, it can be very important for government to manage top-level industries. This result seems to have been widely impacted on the garment industry in Bangladesh. The management of the production industry can be greatly benefited by taking steps in the light of the current industry, the poor workers in the decision to make decisions.

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