

A STUDY ON INDUSTRY RELATION IN LABOUR LAW AT LUCAS TVS LTD

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ABSTRACT

The study looks at how well aware employees are about labour laws and what are the labour law Act that are being used in the organization to safeguard the interest of the employee and to evaluate the employee awareness on labour law Act which are being used in the organization. In the study convenience sampling method was used, for better comprehension of respondent's data are collected through various source. The primary data was collected through distributing questionnaire to the employees in physical and digital form, the secondary data was collected through internet, websites, magazines and record and journals. The tools which are used for analysis are pie chart, bar chart, percentage analysis, cross tabulation and chi- square test. And the hypothesis which is framed are alternate or null hypothesis. There were 106 respondents for the research, according to the study findings worker have a lower level of awareness on labour law policies that was implemented by the constitution and is being followed by the organisation.

1.INTRODUCTION

Labour laws, also referred to as employment laws, are those that serve as a bridge between employers, employees, labour unions, and the government. Employee, employer, and union relationships are governed by collective labour legislation.

The socialist republic state is largely responsible for the development of labour and employment regulations. Only a socialist republican state can truly determine how industrial labour laws should be used since moral and ethical criteria are the cornerstone

of a social republican state and are therefore given great weight. Labour and employment laws play a significant role in the workplace because they provide structure, explain responsibilities for both employers and employees, and in some circumstances, outline federal regulations that provide both parties with the guidance they need to resolve disputes at work. The opportunity for firms to focus more on production and profitability rather than continuously devoting time and resources to problem-solving makes these rules crucial.

Individual labour law is concerned with an employee's rights at work, including through the employment contract. Employment standards are social norms that, in some situations, can include technical requirements for the bare minimum socially acceptable working conditions that are permitted for employees or independent contractors. Individual labour law is concerned with an employee's rights at work, including through the employment contract. Employment standards are social norms that, in some situations, can include technical requirements for the bare minimum socially acceptable working conditions that are permitted for employees or independent contractors.

The fundamental aspect of labour law in practically every nation is that a contract of employment between the employer and employee mediates the rights and obligations of both parties. Since the end of feudalism, this has always been the situation. Many clauses in contracts are governed by statutes or the common law.

Understanding the relationship between the worker and the master is a crucial issue for every organisation. Independent contractors and employees are the two different categories of workers. They are distinguished according to the extent of the master's authority over them. Employees of the corporation are those who receive tools and resources, are closely overseen, and receive regular compensation. Employees are required to act in the employer's best interests.

The contract is governed by a number of legal provisions. It is illegal for an employer to propose a contract that pays the employee less than the applicable minimum wage. An employee cannot sign a contract allowing their employer to fire them for inappropriate conduct.

Definition:

The project “A Study on Industrial Relations in Labour Law at Lucas TVS Ltd” aims to examine the relationship between management and employees within the framework of Indian labour laws. It focuses on understanding how legal provisions, such as those related to wages, working conditions, grievance redressal, and collective bargaining, are implemented in practice at Lucas TVS Ltd. The study seeks to analyze the effectiveness of industrial relations mechanisms, identify gaps between statutory requirements and organizational practices, and evaluate their impact on employee satisfaction, dispute management, and overall productivity. By doing so, the project intends to provide insights into the role of labour law in shaping harmonious employer–employee relations and suggest measures to strengthen compliance and foster a more cooperative workplace environment.

Research methodology:

The study on Industrial Relations in Labour Law at Lucas TVS Ltd adopts a descriptive and analytical research design to evaluate the existing industrial relations practices and their compliance with statutory labour laws. Both primary and secondary data will be used for the study. Primary data will be collected

through structured questionnaires, interviews with HR/IR managers, supervisors, and union representatives, as well as informal discussions and observations on the shop floor. Employee surveys will also be conducted to understand perceptions regarding grievance handling, workplace relations, and compliance with legal provisions. Secondary data will be obtained from company records, standing orders, settlement agreements, HR policy manuals, annual reports, and relevant government regulations.

The sampling method used will be purposive sampling, focusing on employees from different levels such as workers, supervisors, and management representatives, ensuring diverse viewpoints. Data will be analyzed using both qualitative and quantitative methods—qualitative analysis will focus on themes like communication, trust, and dispute resolution, while quantitative analysis will consider absenteeism rates, turnover, grievance frequency, and settlement cycles. The findings will be benchmarked against statutory labour law requirements and industry best practices to identify compliance gaps and improvement areas. Ethical considerations such as confidentiality of employee responses, voluntary participation, and non-disclosure of sensitive company information will be strictly maintained.

II.LITERATURE REVIEW

Industrial Relations (IR) is a significant area of study in labour law and human resource management, as it governs the relationship between employers, employees, and trade unions within an organization. Scholars like Dunlop (1958) and Flanders (1965) emphasized that IR systems consist of rules, institutions, and processes that regulate workplace relations. In the Indian context, industrial relations are deeply influenced by labour legislations such as the Industrial Disputes Act, 1947, the Trade Unions Act, 1926, and more recently, the consolidated Labour Codes which aim to simplify compliance. Previous studies highlight that harmonious industrial relations not only ensure

legal compliance but also promote productivity, reduce absenteeism, and minimize industrial disputes. According to Venkata Ratnam (2006), IR in India has traditionally been conflict-prone due to strong unionization and adversarial approaches, but in recent decades there has been a shift towards participative and collaborative practices.

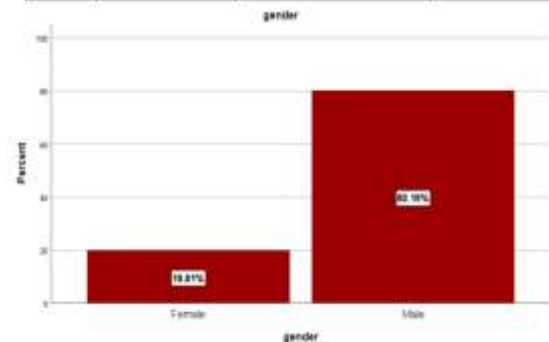
Research also indicates that the success of IR depends on effective grievance redressal mechanisms, collective bargaining, and transparent communication between management and workers. Budhwar and Bhatnagar (2009) suggest that globalization and competitive pressures have forced Indian companies to modernize their IR strategies by focusing on worker engagement, training, and cooperative union-management relations. Studies in the automotive and manufacturing sectors, such as those by Kuruvilla & Erickson (2002), underline that stable IR practices are crucial for continuous production, especially in labour-intensive industries. Furthermore, empirical evidence shows that organizations that integrate legal compliance with proactive employee relations witness lower litigation risks, improved morale, and stronger organizational culture (Kaufman, 2010).

At the same time, researchers argue that mere compliance with labour laws is insufficient unless it is backed by managerial commitment and trust-building efforts. Case studies in Indian manufacturing firms reveal that successful companies adopt a balanced approach where both statutory obligations and human aspects of industrial relations are given equal importance. With the advent of new labour reforms in India, many organizations are re-evaluating their IR frameworks to align with simplified codes and digital compliance systems. Therefore, reviewing existing literature highlights that industrial relations is not just about managing disputes, but about creating a sustainable partnership between employees and management within the boundaries of labour law.

III.DATA ANALYSIS AND INTERPRETATION

3.1 Gender of the respondents:

S.No	Gender	No of respondents	Percentage
1	Male	85	80.20%
2	Female	21	19.80%
Total		106	100.00%



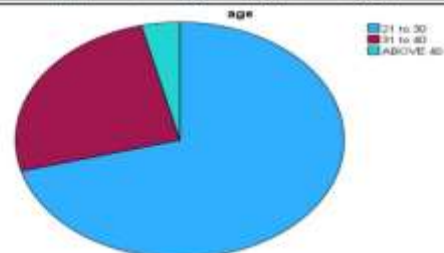
Interpretation:

Bar graph showing distribution of gender in survey participants. 80.20% (85) participants are Male and 19.80% (21) participants are female. Total number of respondents is 106. Among the survey Male participants were more.

3.2 Age of respondents:

Statistics				
age				
N	Valid	106		
	Missing	0		

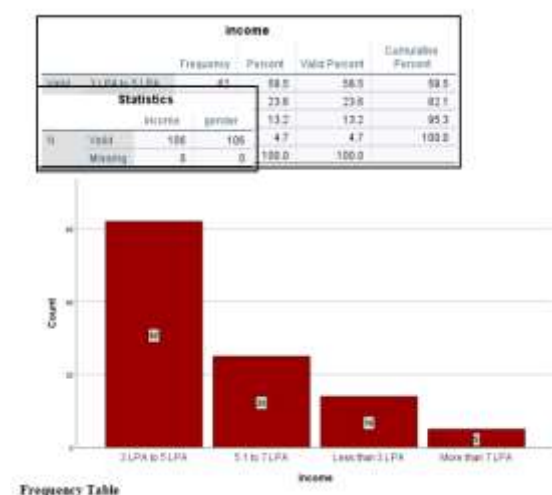
age	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 21 to 30	75	70.8	70.8	70.8
31 to 40	27	25.5	25.5	96.2
Above 40	4	3.8	3.8	100.0
Total	106	100.0	100.0	



Interpretation:

Pie chart showing percentage distribution of Age in survey participants. 70.8% (75) participants are were at the age of 21 to 30, 25.5% (27) participants are were at the age of 31 to 40 and 3.8% (4) participants are were at the age of above 40. Among the participants age between 21 to 30 are more which is 75 participants and age above 40 are less which is 4 participants.

3.3 Income of respondents: Frequencies

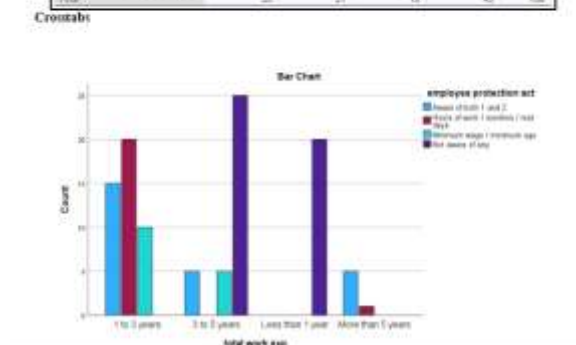
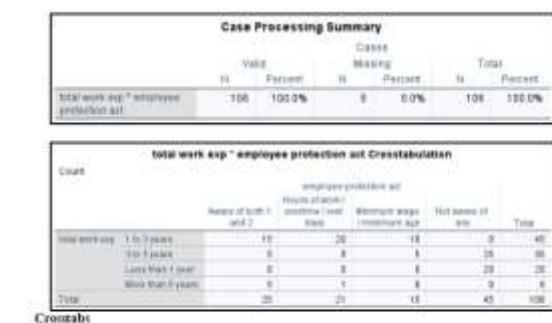


Interpretation:

Bar graph showing distribution of Income in survey participants. 13.2% (14) participants earn below 3 LPA, 58.5% (62) participants earn between 3 LPA to 5

LPA, 23.6% (25) participants earn between 5.1 LPA to 7 LPA and 4.7% (5) participants earn above 7 LPA. Total number of valid respondents is 106 and the more respondent earn between 3 LPA to 5 LPA which is 62 participants.

3.4 Crosstabulation of Total work experience and employee protection Act awareness:



Interpretation:

The Crosstabulation and clustered bar chart shows Total work experience and awareness on Employee protection Act. Total work experience of participants which is in x axis and Employee protection Act awareness which is in y axis. Total participants are 106 in which with crosstabulation respondents those who are aware Minimum wage / minimum age are 15, respondents those who are aware of Hours/ overtime / rest days are 21, respondents those who are aware of both are 25 and respondents those who are not aware of any are 45 and 20 were less than 1 year of experience, 45 were between 1 to 3 years of experience, 35 were between 3 to 5 years of experience and 6 participants were more than 5 years of experience. By this there are a greater number of respondents those who are not aware of Employee protection Act which is 45 participants and the awareness on Employee protection Act was mostly known by respondents who come in between 1 to 3 years of experience which is 45 respondents.

IV.FINDINGS

- Total number of respondents is 106. Among the survey Male participants were more.
- There were 80.20% (85) participants are Male and 19.80% (21) participants are female.
- Among the participants age between 21 to 30 are more which is 75 participants and age above 40 are less which is 4 participants.
- The percentage shows the participants income level in which, 13.2% (14) participants earn below 3 LPA, 58.5% (62) participants earn between 3 LPA to 5 LPA, 23.6% (25) participants earn between 5.1 LPA to 7 LPA and 4.7% (5) participants earn above 7 LPA.
- Total number of valid respondents is 106 and the more respondent earn between 3 LPA to 5 LPA which is 62 participants.
- There are a greater number of respondents those who are not aware of Employee protection Act which is 45 participants.
- The awareness on Employee protection Act was mostly known by respondents who come

in between 1 to 3 years of experience which is 45 respondents.

- The total respondents who are aware of Air and water protection act is 61 in which 48 are male and 13 are female.
- Pearson chi-square value is 0.204 with 1 degree of freedom and the significance value is 0.652 which is more than 0.05 then the null hypothesis (H0) is rejected and there is no significant difference between gender and awareness on Air and water pollution Act.

V.CONCLUSION

The current study clarifies the amount of knowledge industrial workers have regarding the Factories Act, Industrial Disputes Act, Minimum Wages Act, and Payment of Wages Act based on their age and experience. According to the study's findings, there are noticeable differences between workers' levels of knowledge of the behaviours covered by the study depending on their age and experience. The considerable differences in workers' levels of awareness of the various acts stated in the study across different age and experience categories were further examined in cross tabulation and Pearson chi-square analysis. As workers' ages and levels of experience rise and their exposure to organisational practises grows, so does their level of awareness.

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