

INDUSTRIAL RELATIONS AND WORKSHIFT IMPACT ON THE LOCAL ECONOMY

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ABSTRACT

Industrial relations practice, as opined by Marx and Web is the concern of industrial harmony between management and employees. Whiles Marx argues for the place of industrial antagonism, web submits for the place of dialogue. As well, other areas of concern in industrial relations practice have been that of dimensions and measures involving that of voice, equity state corporatism, effectiveness, collective bargaining etc. Each of these mechanisms, for one, is to enhance industrial harmony especially on the area of corporate social responsibility. The paper then posits that here is yet another aspect of industrial relations practice that is capable of empowering a host community. A comparative study then was carried out on the respondents view of social responsibility and the workshift system. Linkert means statistics was used to arrive at the value of acceptance of the workshift system over corporate social responsibility. Inferred conclusion was that there was a high level of acceptance of the workshift system on the scale of 3:56 and 4.04 and upon this the paper recommends the need for the state to speedily adopt this newer approach in industrial relations practice.

Key Words: industrial relations, workshift, local economy.

INTRODUCTION

In capitalist economy, the state has enormous roles to play. One of such is her legislative mechanism for local economic growth; for one, it is believed that capitalism is on its own an instrument of power in the hands of the noble. Such times we see industrial age whereupon only few privileged men of honour could purchase for their enterprise. Other times, monopoly entrilled the system of productions.

In other words, at such a time as this, employers were so powerful especially the private owned economy. Whereby it was the state, there was the abuse and control of the means of production. In other words, the rich get richer, and the poor continually remain in their perpetual state of penury. This was on the view that those who occupy the industry never wish to retire. As such, all manner of duplicities are devised in order to remain at work. Ahiauzu (1999).

The consequence of this then is that in a society where 20% of the population is gainfully employed and with the monetary flow system, only controlled by them, the economy does not grow too soon. In that when money flows into every hand, recession is checked at the bearest minimum. Edward (2003).

It then follows that there must be state bodies for the formation of policies and laws, while the civil service strives to implement such. Wherein this gap is lacking, the economy wanes. For one, the few privilege class would explore, the society for their won profit. In Steiner (2000) as cited in Nwaeke (2005) society and the general business environment never ceases to be affected when there is an abuse of opportunities and other historical changes that ordinarily should have led to good profiting and the general out look of work.

One of these industrial changes, we remind ourselves again, is that of ideology. Institutions and the states if not capable of being innovative, has a way affecting the economy; for the breakup of small scale economies and innovations of new technologies in the manufacturing processes of the seventeenth century brought about a dynamic economy in Europe.

The paper then posits that the issue with the Nigeria industrial relations system is that of ideology in her regards for the local economy. By local economy, one means, the national economy which requires the

participation of 60% to 80% of the people in the industry. Even if the people do not directly get involved in the industry, there can always be a sort of quasi participation wherein workers can take shift on the labour system. Dunlop (2009).

STATEMENT OF PROBLEM

The issue of local economy not thriving is the issue of shortage of capital in flow in the system. The practice of industrial relations has been the concern of harmony between the management and employees. One of such dimensions is the one of corporate social responsibility. But this is not capable of churning out capital in the economy. There is the need for workshift system as a means of enhancing the economy.

OBJECTIVES OF THE STUDY

Based on the foregoing, the paper looked at the following objectives

1. To look at the extent at which the workshift system can enhance the economy if adopted.
2. To find out peoples' view of workshift system over corporate social responsibility in a host community.

RESEARCH QUESTIONS

Emanating from the above objectives are the following research questions:

1. To what extent can the workshift system enhance the economy if adopted?
2. At what rating do you hold the work-shift system over corporate social responsibility in your community?

A REVIEW ON THE INDUSTRY RELATIONS PRACTICE AND HER IMPACT ON THE LOCAL ECONOMY

Industrial relations have continually earned papers in the area of dimensions and measures. Such instrumentations we refer to as that of voice, equity, social justice, state corporatism etc. For one, local economics can only grow where there is an enabling environment such as that of the state being actively involved in the control of the means of production. Here then, it is believed that when the state through her legislative mechanism checks the existing fellowship between management and employees, there will always be a relative peace and growth in the economy. The state has however played an enormous role in the following ways.

1. Development of trade union system
2. Provision of correctional unit and legal framework
3. Statutory procedures for resolving disputes
4. Collective bargaining process
5. Enabling of conducive environment for the industries to thrive
6. Satisfactory employees' package
7. Development of economic policies. Each of these roles of the state is a determinant in the growth of the economy.

THE ISSUE OF DEVELOPMENT OF WORKSHIFT SYSTEM IN THE INDUSTRIAL RELATIONS PRACTICE

The paper adopted this seeing it is the basis upon which its framework is conceptualized; for as already established, there remains a synergy between the local economy and the industrial relations policies. In Egeonu (2015). The system of policies within a work place does not only interfere in relations with the external publics but also in the general economy. For one again, policies determine the economy and whereby the environment is not favourable such as in the area of laws and the taxation system, the economy crumbles.

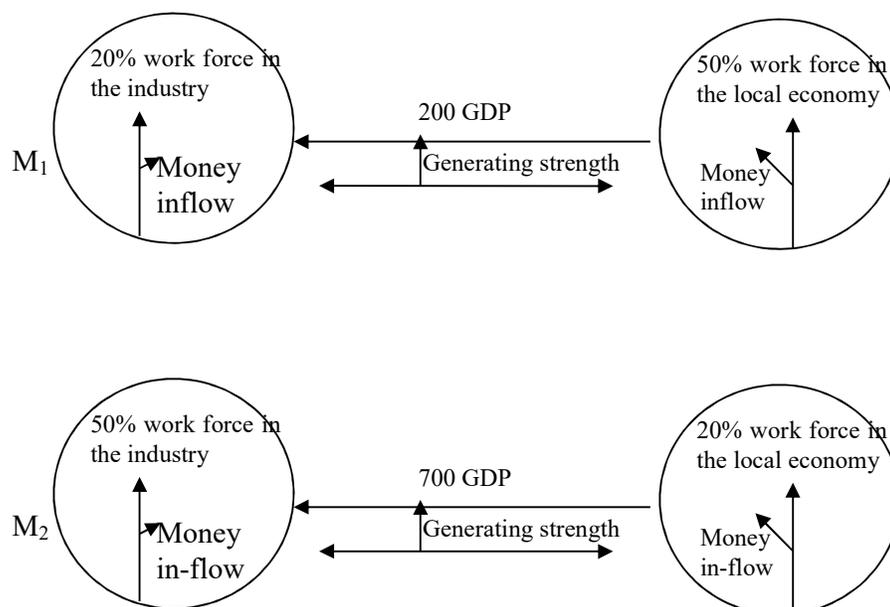
In other words, in the practice of industrial relations the economy thrives depending on the sort of policies and plans emanating from her or from the state. Anya (2009), of course, there has been such emerging practices as corporate social responsibility, where the industry directly connects to her host community. But then economics do not only grow that way for they are not just passive entities that depend so much on historical and environmental changes (Steiner, 2000) as cited in Nwaeke (2005).

In other words, there is a strong influence identional policies leave on the economy. Booth (1982) and Blumberg (1968). As said earlier, industrial relations with her internal and external publics have been practiced on the basis of webs and Marxist frameworks which include that of dimensions and measures of practices. But not so much has been looked as to how these doctrines grow or protect the economy. For one, the paper posits, they may be there to check conflict between management and employees, but not to grow the economy.

These doctrines are articulatory and interposition of tongues, but are not clear cut decisive means of growing the economy. In other words, unrealistic frame work of reference in the industrial relations practice exists to distort the economy. There should be such conceptual structures as what is essentially driving, valuable and attainable Johnie (1989) as cited in Egeonu (2015).

In other words, in industrial relations practice, one aspect lacking is that of workshift as another way of growing the economy. For as earlier said, the economy only grows when then it is obvious that money circulates largely, and this inflow depends so much on the policies emanating from the industries and the state. With the state for one, the workshift system developed by the paper requires urgent considerations and implementations. It is on the grounds that in the Nigerian market, the economy is controlled by the relative few who possess money and withdraw it when pleased. What this then implies is that while few individuals are in the sector, the local economy dies; in that money never gets to them as a result of the control of its flow. When a greater number of the population occupy the local economy with a relatively capital inflow, the economy thrives. Take for instance, the model below.

WORKSHIFT MODEL FOR ECONOMIC GROWTH



What the above model implies is that in the model₁ more persons are on the economic market while few individuals man the industry. Those of them who control the industry determine the inflow of money and as such the GDP is 200 because there is no money to run the economy, but in model₂, more persons enter the industry to share the over load of money in the hands of few and after which still return to their trade through this workshift system, the economy grows to 700, seeing that 30% of the workers in the economy have gotten the enabling

capital in the hands of 20% of those individuals who initially managed the industry. What then we are left with is a thriven economy.

It then remains that the workshift model supersedes the corporate social responsibility practice. This should be adopted as another means of growing the economy.

METHODOLOGY

The study adopted the survey method of science enquiry whereupon a sample of 50 people were selected from the communities; 25 from each community. The choice of communities was made because of the domination of industries in these communities. Also, it was as a means to compare the choice for workshift system over corporate social responsibility. Likert scaling system of mean-statistics was used. The total values allocated to the responses were divided by 5 points to be able to arrive at the point of acceptance. Thus,

Strongly agree- 5

Agreed – 4

Undecided – 3

Disagreed – 2

Strongly disagree -2

Total = 5 + 4 + 3 + 2 + 1 = 15/5 =3.0 (level of acceptance)

It then remains that if an item on the questionnaire was a mean value higher then 3.0, it then implies that the statement is of a very high value, while if it is below 3.0, the value acceptance of the respondent is dismissed.

RESEARCH QUESTION ONE

1. To what extent can the workshift system enhance the economy if adopted?

Table 1: Remarks from respondents on the impact of workshift system on the economy

ITEM		SA	A	U	D	SD	TOTAL	REMARKS
		5	4	3	2	1	15	3
1.	Do you think the workshift system will enhance the economy if adopted	-	35 (140)	10 (30)	3 (6)	2 (2)	50 (178)	3.6

The above mean values then posits that respondents tend to hold the view that the workshift system will enhance the economy if adopted. Our mean value here is that of 3.6; hence, significant.

RESEARCH QUESTION 2

At what rating do you hold the workshift system over corporate social responsibility in your host community?

Table 2: Rating of workshift system over corporate social responsibility

ITEM		SA	A	U	D	SD	TOTAL	REMARKS
		5	4	3	2	1	15	3
2	The workshift system will likely impact more on the economy than the corporate social responsibility.	20 (100)	19 (76)	7 (21)	1 (2)	3 (3)	50 (202)	4.4

The table 2 implies a great sense of urgency in adopting the workshift system over the corporate social responsibility. Remarks from respondents seem to be on the grounds that the workshift system directly empowers the host community in the area of standard of living.

The paper then concludes and recommends the implementation of this newer system of work in industrial relations practice.

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