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Satisfaction level & modification of human resource in industrial struggles

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Abstract

In Industrial firm subordinate employees has receiving orders and instructions from his officers by time to time. The subordinate are living in comfy or indisposed by attitudes of his immediate superior in industry. The numbers of indisposed employees has mostly into industry. The employees are not taking to immediate compliance with deftness of orders because officers are obdurate to oft on his subordinate. So employees are not getting best performance and satisfaction of work by this problem. Some subordinates are mentally harassment and leaving from work. It reasons are to opposite effect on another employees work quality. Demand of experienced holder subordinates and skilled worker are in every enterprise in every time after all these problems. Every new worker will be learnt for work into new environment thus he would not give his work manifestation, utility and good sense in work. All skilled workers are getting loss of his ability and performance by cognizant to new works into new enterprises.

An unskilled worker cannot understand to his aspiration. For which management can meet to his worker personally, give medical and food facilities, compile family information.

Opposite effects shown inter-se of firm and employee is to called Industrial struggle. All positive effects shown inter-se of firm and employee is to called industrial relation. For better employees, for better performance, for better market share, for better profit has needs of better Human Management. By management unit can be included to skilled subordinates in his industrial policy, committee for rectified of grievances and process of implementation for better industrial relations.

Keywords: Human resource, realization of satisfaction, level of respect, in-force of work, necessities

1. Introduction

The level of employees may be satisfied by management is to extremely needs for all industries. The questions are required on increase of effect for satisfaction level. There are shown below.

1. What is the level of subordinate satisfaction?
2. How can be received to satisfaction of subordinates?
3. What are the satisfaction factors to effect on better subordinate performance?

It is specify that the subordinates cannot get satisfaction only by earn salary and allowances. Subordinate has wanted to affection, esteem, deference, social cognition, family security from work place. If working nature is dependence on minor uses of machinery in workshop then he can better perform on workplace. And if working nature is dependence on major uses of machinery then cannot be satisfied to him on workshop. This is specifying that the satisfaction level is dependence on ratio in human resource & number of machinery. The most contents for subordinates and worker are shown below.

1. Give deference to subordinates.
2. Be use of intelligence and quality of work of subordinates.
3. Mostly subordinates can be satisfied by pragmatism

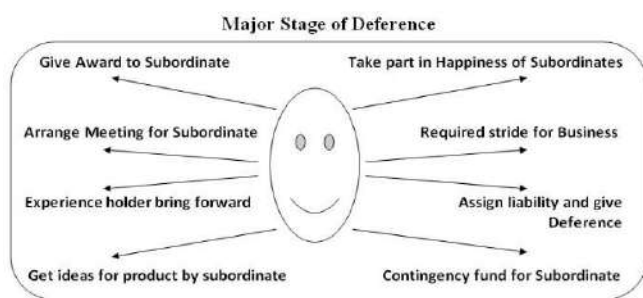
Detail study on above factors.

2. Give deference to Subordinates

Basis element for better management is give deference to your subordinates in industries. After deference to any person can complete of better work i.e should be not tighten for his

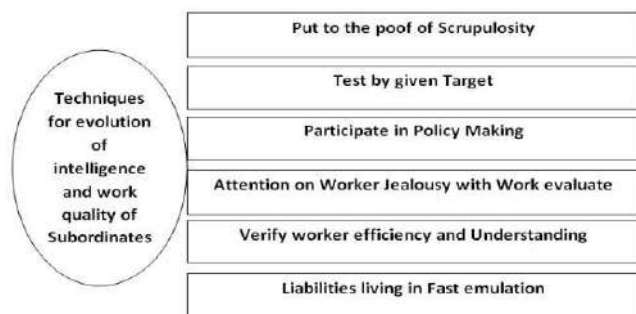
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subordinates by management, should be understand problems and prospects of his subordinate by management, management give technical and corporal support to subordinate in workplace on time to time, review work appraisal after time to time, can open discussion with worker, give top priority to experience holders. Which level of deference has given to subordinates by management thus subordinate has received positive effect on satisfaction stage. As later is not required of work modification. A functional and effective expression is making good for best Human Resource Management. Work quality and importance are long time goodwill for a business. If the entrepreneur is to apply a principle "Liability of deference, Receipt of goodwill" he can get long time benefits in his business. With him no problem are getting i.e. workers are go leave, worker strike, lack of product quality, redundant delay in execution of work, going of skilled worker. The deference stages are given below.



3. Be use of Intelligence and Quality of Work of Subordinates

Give deference to subordinates and use of his intelligence and quality are required for an entrepreneur. This technique can apply on inspirational to unskilled workers. Monitoring and evaluation of problems, situation and status of worker has required for an entrepreneur. For a successful business should a need of future plan, Profit ration, new market investment and distribution in present time. All necessity is completion by use of intelligence and quality of work of subordinates. Here is all technique given as below.

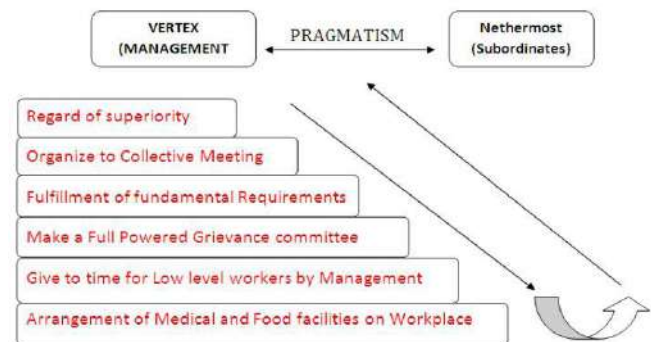


4. Mostly Subordinates can be satisfied by Pragmatism

Work satisfaction of subordinate are depending on pragmatism of officers and management into industry. If the entrepreneur has taking work with pragmatism to his worker than working capacity will increase in high ratio. Pragmatism is technique of acceptance, to welcome with shouts of approval, to habituate to new climate of subordinate, to make suitable, removing weariness, state of being activated, to move forward, direction of arrow, to work distribute by lot, to settle heated argument between, possessed to good qualities, to make accountable or

someone's responsibility, to grow better, acquired skill, to growth and achieve etc.

All subordinate has required of pragmatism in expectations. This is most skill can be use against business emulation. It is for deterge of personality. It is teaching of human analysis. It is major requirement for settlement of industrial straggle. It can be used to work efficiency from up to down or down to up by management. All techniques for pragmatism are given below.



5. Summary of Study

Every people goes laid down a goal for his every need. If the fundamental needs and physically needs cannot complete for a people then he go in closed with his power in it. By every employer can be encouraging of subordinate for better work compliance. A progressive business has depended on skilled worker and experienced employees. Every employer wants an intelligence, liability holder and honest worker. Prospects and problems are basis facts for competitive environment. Thus he gives attention on necessity of subordinates. The necessity for Human resource is given in below.



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