

INDUSTRIAL SOCIOLOGY

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By

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*Dedicated to my
Father (Prof.) Late Shri. S.K. Misra
and my
Mother Late Smt. Savitri Misra*

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Preface

Sociology is a social science that studies human societies, their interactions, and the processes that preserves and changes them. It also studies social status or stratification, social movements and social change, as well as societal disorder in the form of crime, deviance, and revolution. Sociology emerged as a discipline in the 19th century as an academic response to the challenge of modernization. Sociologists hoped not only to understand what held social groups together, but also to develop an “antidote” to the social disintegration that was rapidly resulting from modernization.

The term ‘Sociology’ was coined by Auguste Comte, who hoped to unify all studies of humankind-including history, psychology and economics. He believed all human life had passed through the same distinct historical stages and that, if one could grasp this progress, one could prescribe the remedies for social ills. Sociology did not replace the other social sciences, but aimed to be another of them, with its own particular emphases in terms of subject matter and methods.

This book has been written as per the syllabus of UP State Technical University and encompasses all the topics mentioned therein. Special efforts have been made to keep the language simple so that the students can easily understand the contents of the subject. The author sincerely hopes that the book will prove to be extremely useful to the students.

The author has consulted many books as well as Internet references during the course of writing this book. We own our acknowledgements and gratitude to all those authors whose ideas have been liberally borrowed for the sake of student’s community.

The author also acknowledges, with deep sense of gratitude, the contribution of the publishers Laxmi Publications Pvt Ltd, New Delhi. My special thanks to Dr. Dev Swaroop, Jt. Secretary, U.G.C., New Delhi.

The author welcomes any suggestion or constructive criticism of the book with a view to bring further refinements in the next editions.

—Author

Unit 1

INTRODUCTION TO INDUSTRIAL SOCIOLOGY

- What is Industry?
- Means of Sociology
- Meaning of Industrial Sociology
- Scope of Industrial Sociology
- Study of Industrial Human Relation
- Nature of Industrial Sociology
- Importance of Industrial Sociology
- Value of Industrial Sociology in India
- Current Trends in Industrial Sociology
- Central Problem of Industrial Sociology
- Industrial Sociology and General Sociology
- Industrial Sociology and Economics
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- Taylorism
- The Concept of Work
- Kinds of Work
- Muscular Work
- Means of Mental Work
- Study of Mental Work
- Work Curve
- Labour

WHAT IS INDUSTRY?

In ancient period man has been related to industry. When a man uncivilized, man had busy in crude and ill-industries. Man is naturally industrious. On account of his industrial nature, he had built weapons of wood and stone. When a thing is manufacturing by systematic and Plant Pattern, it could industry.

The word industry is concerned from the Latin word Industria which means that technique under anything is done efficiently and smoothly. Resourcefulness means use of raw material and machinery in economic manner.

MEANS OF SOCIOLOGY

Sociology means a different name for social relation. In sociology all kinds of social relation are study. Sociology is a scientific study which means a systematic study begin.

According to Maciver and Page, "sociology is about social relationships, the network of relationships we call society." This definition means that sociology is the science of social relation. If there is a group of person which have no relation between them as a group will not acceptable from sociology. In the words of William Faunce, "What sociology has to offer to the student of industrial social organization. Today is not a body of laws of social behaviour, but rather a particular perspective or a special way of looking at the world of work."

MEANING OF INDUSTRIAL SOCIOLOGY

It is clear from the first pages to the concept of industry and sociology. In industrial sociology, those relations are studied which have connected with industry. Although those relations are studied by scientific pattern in sociology. In modern world the industrial sociology has a infinitive type and its problems have become very difficult. There are many unnatural problems which have come in anytime and any circumstances. For example, the problem of slums is a direct outcome of industry. Thus we can say that industrial sociology is a study of the processes, methods, rules and affected relationship with industrial system. Industrial sociology is very depth.

Following are some important definitions of industrial sociology.

- (a) **Charles B. Spaulding**, *"Industrial sociologists center their interests upon the social organization of the work place, including the pattern of interaction between people who are responding to each other in terms of their roles in work organizations or whose behaviour is being affected by those roles."*
- (b) **Millar and Form**, *"Industrial sociology is a substantive area of general sociology which might more accurately be termed the sociology of work organizations or the sociology of economy."*
- (c) **Parker, Brown and Others**, *"Industrial sociology is concerned with how the economic subsystem is related to other subsystems, how the subsystem is structure in terms of particular work organization and roles and how persons fit into these roles."*

- (d) **J. H. Smith**, “Industrial sociology is concerned with industry (or any form of work organization) as a social system, including those factors (technical, economical, political), which affect the structure, the functions and the changes in that system.”

These definition of industrial sociology is very deeply definitions. It joins the influencing factor; its structure, role and social system and changing factor in the field of industrial sociology.

SCOPE OF INDUSTRIAL SOCIOLOGY

The scope of industrial sociology means the study of human relation who have a general point of you the field of sociology is very wider instead of the field of industrial sociology is narrow and limited in industrial sociology be study only those social relation which have directly or indirectly connected with industry.

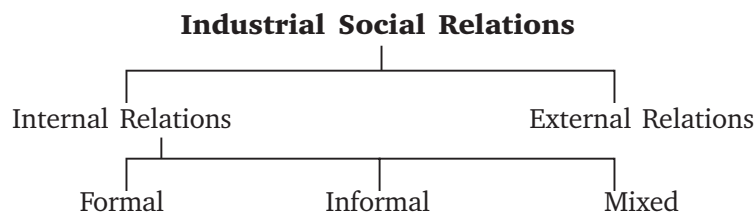
According to Delbert C. Miller, “if we were to single out one statement that stamps the progress of Industrial sociology upto and through 1947, we should probably record the fact that sociologists were still struggling to define the field.”

Miller and Form describe the field as being, “concerned broadly with the study of industrial society (and) also with the analysis of the social organization of work.”

STUDY OF INDUSTRIAL HUMAN RELATION

Industrial sociologist have been discuss on the point that industrial sociology is not so limited while industrial chains joins other economic field such as agriculture etc. Many sociologists have a former point of view. Industrial sociology accepted the issues of theory or also social changes. Social relationships in industrial organization helps the study in industrial sociology.

At the end finally defines, the industrial sociology is the matter of human relation, developing in cause of industry, the field of sociology is very deep while the field of industrial sociology is short and shallow. These relations can be define as follows:



1. Internal Relations

In industrial sociology, we study the internal relation which have connected directly or indirectly with industry. Internal relation are define to a single mill, factory, industry. In internal relation have the owner, Manager all Staff and Labour are linked. Those Internal relation are of three types—Formal, Informal and Mixed. These are following as:

(a) *Formal Relation*: Formal relation are those which have connected on account of their work and position. Formal relation are not include Personal relation. In the industry formal relation are attached by work. For example, two person are doing the same job in a factory. One person cuts the cloths and other person stitches them, the relation between them will be formal.

(b) *Informal Relation*: Informal relation are those relation which have between the member of management and employees. There is friendship or amenity between two groups of a factory will be called informal relation. Many times the member are divided in two groups of a factory. There will be a relationship of dislike or hatred between two groups.

(c) *Mixed Relation*: Some relation are neither formal nor informal. These relations are called mixed relations. These relations are partly connected with the industry and are partly personal. For example the worker done their work and they participate in any function. These both work done by worker so they co-operative between the worker and management. This type of relationship will be known as mixed relationship.

2. External Relations

A Factory, Mill or Industry have relation with other factory, mills and industries, government and many social organizations. These relations are known as external industrial relation. A industry has many type of relation. An industry gotten licence, financial help from the government. Industries have some relation with educational institute and polytechnics. From these institution they include workers and officers.

The above discussion present the social relation which have study by industrial sociology. We read the study of the many industrial relation scientific method and technique in industrial sociology.

NATURE OF INDUSTRIAL SOCIOLOGY

Industrial sociology joins work of groups and internal relationships, the role of groups of worker and study of machine and tools in social welfare.

According to **William A. Faunc**, “while industrial sociologist differ in their definitions of the field, there is remarkable consistency in the kinds of material included in industrial sociology texts. All these texts include sections on the work group, on the structure of industrial bureaucracy, and on union-management relations. Almost all contain some discussion of the industrial process, of major work roles in industry, and of the internal organization of trade unions.”

Industrial sociology study internal relation, transaction process and method. According to Schneider industrial sociologist studies factories relationship.

IMPORTANCE OF INDUSTRIAL SOCIOLOGY

Industrial sociology shows its value in human society. The following topic are important in Industrial sociology.

1. **Increase in Knowledge of Science:** The modern age is an age of science. Industrial society require knowledge of science for thinking. Industrial progress is a normal index of the progress of a nation. Scientific knowledge gets solution of industrial problem. So industrial progress is not possible without the knowledge of industrial sociology.
2. **Stability of Industrial Society:** Systematic change is a necessary feature of modern society. It is minimum stability is a condition a social progress. It does not going out changes but the changes must be according to a systematic pattern. Industrial sociology gets there principal of systematic change and progress.
3. **Knowledge Increasing:** Industrial sociology define the new section of knowledge human mind. The present industrial society cannot be understood without such knowledge. The Principal of industrial society are journally appearance in developed country as well as.
4. **Remedies to Problems of Industrial Society:** The revolution of industrial society in our age has led to differences, changing status and the role of social institution etc., all these has resulted into several problem. These problems are such as strikes and lockouts, problem of recruitment, problem of accident, problem of wages and problem of health, housing, sanitation, education, recreation and social security, etc. These industrial problem are connected with other society. The remedies to all these problems should be require a sound knowledge of industrial society.
5. **Helping in Personality Development:** Undeveloped personality increases to social dis-organization. Industrial sociology known the condition of undeveloped human personality in industry. This knowledge can be used for developing personality between those persons who involved the industry.
6. **Choice of Occupation:** An important features of industrial society is division of labour. Industrial sociology define the methods which may be used for scientific pattern and changes.
7. **Industrial Planning:** This age is an age of planning everywhere. Every person those about planning for the minimum use of available resources. Industrial progress is not possible without planning. Industrial planning means a knowledge of industrial sociology.
8. **Social and Labour Welfare:** Most of the other problems are joint to labour problem. When the labour class wants and important status a industrial society. Social and labour welfare are mostly connected. Social welfare and labour welfare both require a sound knowledge of industrial sociology.
9. **Aid to Familial Integration:** Family is a unit of society. It is a central position of society. Most family in industrial area are journally integrated due to social evil such as poor recreation, prostitution as alcoholism, absent of social control fast rate, unhealthy condition of living, over crowding and not sufficient house. These problems must be solved to save other family. In Industrial sociology these knowledge as add.

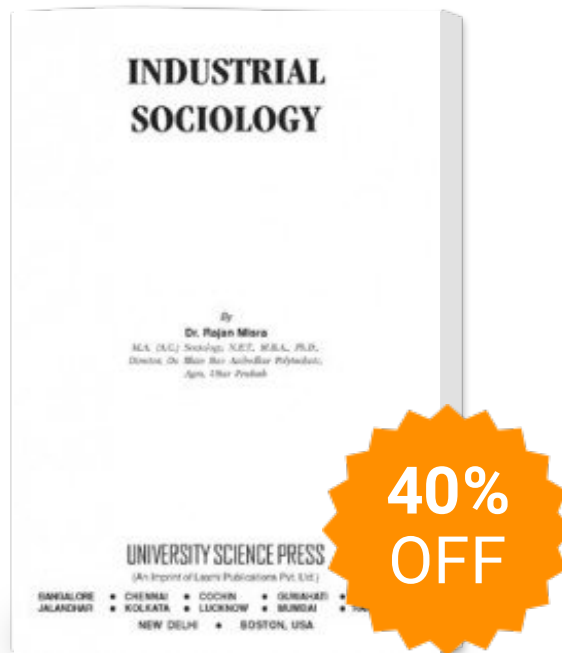
10. **Peace and Prosperity:** Peace and prosperity are both national and international require solution of problem. In industrial sociology the knowledge of sound require this purpose.

VALUE OF INDUSTRIAL SOCIOLOGY IN INDIA

All the above points concerning the value of industrial sociology are applicable to its importance in India. The following considerations may be noted in this connection:

1. **Division of Labour:** In India division of labour has been traditionally based upon caste. The caste system is now appearing to be a compliment in national progress. Therefore, effort is being to made eliminate caste system. This is a division of labour. Anyone is now engaged in any profession due to his ability. Industrial sociology can help in the process of division of labour.
2. **Economic Progress:** In India today one hears the slogan to remove poverty everywhere. Industrial progress means the progress in the field of Agriculture. Without industrial progress many peoples cannot be employed. In fact, economic development is essentially industrial development. Industrial development is the subject of the study of industrial sociology. That may give direction to the economic progress in India.
3. **Social Welfare:** Modern state is a welfare state. This is true in India today. Social welfare means the welfare of backward classes, poors and middle sections are unable to realise their welfare. This social welfare requires direction from industrial sociology.
4. **Development of Labour Organization:** Unfortunately in India Labour Unions are more busy in the political games than labour welfare. Industrial sociology is useful to remove this tradition and to recognise labour unions to realise labour welfare.
5. **Nationalisation:** When some private industries fail to solve their internal disputes, one of the remedy is nationalisation. Industries connected with raw materials are nationalised so that raw material may be available to the industries on reasonable rates and insufficient quantity. Industrial sociology may be useful in the realisation of nationalisation of essential industries.
6. **Problems of Unemployment:** In India automation is increasing with the progress of large scale industries. This has been increased unemployment. Automation has been opposed by some labour unions. The solution of unemployment requires knowledge of industrial sociology.
7. **Employer-Employee Relationships:** Industrial peace and progress depends upon the relationship between the employer and the employee. Due to this relationship many factors have suitable attention such as working conditions, rates of wages, security of jobs, provision of housing and scientific method of progress. The scope of industrial sociology whose help is necessary for the better relation of employer and employee.

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