

**A STUDY ON LMR IN THE MANUFACTURING FIRMS  
AT EKALA INDUSTRIAL ZONE**



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**2009**

## Abstract

"A study on LMR in the manufacturing Firms at Ekala Industrial Zone" was the title of this research study. So the working definition for the LMR is "*The continuous relations both between workers and management and between workers' organizations managers in an organization* " (Opatha, 2001). This study found that "to what extent LMR practice in the manufacturing firms at Ekala. This study evaluated the level of Labour Management Relationship of the permanent staff in the manufacturing firms at Ekala Industrial Zone from the perspective of employees.

By using the seven variables such as Extent of Co-operation, Extent of Participation, Degree of Understanding Mutual Goals or Interests, Degree of Disputes, Degree of Collective Agreements, Level of Absenteeism and Worker Turnover, and Level of Grievances the LMR of the permanent staff in the manufacturing firms at Ekala has been measured. Data collected from a sample of hundred employees from the five manufacturing firms at Ekala Industrial Zone using systematic random sampling techniques was used to measure those seven variables. The collected data were analyzed using Microsoft package Excel 2003. The analyzed data was presented in the form of tables and bar charts using the univariate analysis method.

The results showed that the Extent of Co-operation is high level, Extent of Participation and Degree of Understanding Mutual Goals or Interests is moderate level, Degree of Disputes low level, Degree of Collective Agreements low level, Level of Absenteeism and Worker Turnover low level, and Level of Grievance is in moderate level. According to that this study revealed that LMR of the permanent staff in the manufacturing firms at Ekala Industrial Zone is moderate level. This study also recommends some suggestions from the findings of the study, to maintain healthy LMR at the manufacturing firms. To enrich the prevailing LMR more effective and lively, it is essential that the superiors, subordinates as well as Employees' Union work harder with dedication, enthusiasm and to suit the needs of the requirements. From the experienced gained, they would be able to realize to make good LMR.

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