

**AN ANALYSIS OF LABOUR MANAGEMENT RELATIONSHIP FOR
ACHIEVING ORGANIZATIONAL OBJECTIVES; A SPECIAL
REFERENCE OF MANUFACTURING SECTOR EMPLOYEES IN
TRINCOMALEE DISTRICT**



Mr. NALLANATHAN VASEEKARAN

1504

**DEPARTMENT OF MANAGEMENT
FACULTY OF COMMERCE AND MANAGEMENT
EASTERN UNIVERSITY, SRI LANKA**

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ABSTRACT

This research work out under the title of An analysis of labour management relationship for achieving organizational objectives; a special reference of manufacturing sector employees in Trincomalee district. This will be to fulfill the Bachelor of Business Administration (External) course in Eastern University, Sri Lanka.

The principal objective of this research are to Establish the level of existence of Labour-Management Relationship (LMR) practices at manufacturing Sector, Assess the contribution of LMR with reference to employees and as well as management at manufacturing sector towards achieving the organizational objectives, and Recommend the key strategies to the organizations which will help to improve the contribution of LMR towards achieving the organizational objectives. Furthermore LMR is a relatively consistent concomitant for achieving organizational objectives of manufacturing sectors.

This dissertation includes major seven chapters. First chapter covers up background of the study, problem statement, research question which is "Is Labour-Management Relationship of Employees in manufacturing sector in Trincomalee is favourable towards achieving the objectives of the organization?", objectives of the study, significance of the research, scope of the study and limitations and assumptions of the study.

Second chapter review the relevant literature, referring from various Human Resource Management books and articles and analysis the previous research findings.

Third chapter describe the conceptual framework of the research, operationalization and the measures of the study.

Fourth chapter describes about the research methodology. Data is collected mainly through the questionnaire. In this study LMR is considered as independent variable includes extent of cooperation, second the extent of participation in decision making, third is the degree of understanding mutual goals and fourth is the degree of collective agreements and employee performance towards achieving the organizational objectives considered as dependent variable. Data was analyzed by using the Statistical Analysis for Social Science (SPSS 16) package.

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