

GRIEVANCES OF EMPLOYEE - CAUSES

Dale Yoder defines “It is written complaint filed by an employee and claiming unfair treatment.”

Causes of Employee Grievances

- **Wages & salaries** – delay in payment ,inadequate salary , bonus , no revision of salary
- **Working Conditions** – poor working condition ,poor lighting ,sanitation, safety ,
- **Welfare Facilities** – inadequate welfare facilities ,poor canteen ,rest room , sports,
- **Problems of Superiors** – dominating ,doctorial ,no respect , adversely effects ,
- **Poor Personnel Policies** – faulty placement ,inadequate training ,favoritism , faulty transfer
- **Disciplinary Action** – on certain employees , demotion ,show-cause notice , cut pay , non co-oration
- **Leave Problems** - not proper leave , deduct wages ,dispute with mgmt. ,
- **Favoritism** – unfair practices , promote relatives ,

GRIEVANCE HANDLING PROCEDURE

Immediate Superior – present to supervisor ,take suitable action , he may take permission from his Boss



Senior Manager – handle situation , and sent to senior Mgr. Chief Labour Officer ,



Grievance Committee – CLO take suitable action , report to grievance committee , GC members discuss ,



Appeal for Revision – mgmt. takes decision , unsatisfactory ,employee to the mgmt. ,



Voluntary Arbitration – unsatisfied workers , Union & Mgmt. refer to arbitrator , both will be agree ,



Final Decision- arbitrator find out solution , both the parties discuss, agree with solution

