



**CONDITION OF WORK : EFFORTS MADE FOR HUMAN RESOURCE
MANAGEMENT**

Dr. Udit Dixit

Assistant Professor, Department of Commerce,

Sri Jai Narain P.G.College, Lucknow, India.

ABSTRACT

The conditions of work involve hours, rest periods and vacations the prohibition of child labour and regulation of the employment of young person and special provision concerning the employment of women. Working conditions are affected by factors including health and safety, security and working hours. Poor working conditions can damage your health and put your safety at risk. Employer is legally responsible for ensuring good working conditions, but employee also have a responsibility to work safely . Employers can create good working conditions by addressing difficulties proactively, disciplining perpetrators of discrimination before they reach the point where an employee is driven to file a complaint. It is also prudent to create a safe work environment from the start rather than waiting for someone to get hurt. Conscientious employers understand that providing a positive and healthy work environment isn't just a matter of complying with the law. Keeping employees safe and satisfied also makes good business sense because people are more likely to produce quality work when they feel valued. The article employs both historical and current perspective in order to provide a basis for understanding work in today's world & possible changes in the future.

KEYWORDS: Working Condition, Work Environment, Employer, Quality Work

INTRODUCTION

History of the methods of work by which society frames the activities and labour necessary to its continued existence. Work is necessary for providing the basic physical requirement of food, clothing and shelter. but job involves more than the use of tools and

techniques . Development in technology which will always go on ,facilitates to pull out the reach of the hand, enhance muscles power increase the sense and develop the capacity of the mind. The outline and nature of the work practice helps to establish the spirit of a civilisation ahead . A society's socioeconomic, political and cultural spirit frames the form and character of the work process as well as the contribution and grade of the worker within the society. Work is necessary to provide the basic physical requirement of food , clothing , shelter and different reasoning have been put forth at different periods of time for the survival and purpose in human subsistence. Hence in chinese civilisation job become part of the Taoist flow of nature to which a person must get accustomed as an element of the natural world. Though in the Judeo- Christian religious habit it is considered as a reprimand by God to punish human being for some divergence from the desires or regulations of the almighty. In Western Christianity the Benedictine monk pronounced the directive that "to work is to pray" to comply one's duty to divine to win salvation.

This concept of work giving spiritual remunerations in accumulations to physical endurance was carried out during the 17 century by the Puritans, whose work concept let them to view the amassing of material prosperity through labour as a sign of divine reward as well as the individuals spiritual reward. This stance still shows in the American concept "You are what you do " meaning that people identify themselves by the character of their work. the inception of the Industrial betterment and the growth of powered machinery during the 18th and 19th centuries much physical pains was steadily replaced from work in factories and fields. In recent times the development of computerized work devices and processes and the introduction of the computer into the jobs, trade primarily in offices has made people to speak of a more advance soceity. This image has not prevailed , though with the stretch of industrial production to developing countries. Globalisation of production has intended that economic and political issues of working section and managerial terms have changed on an international scenario, influencing political affiliation on a global magnitude.

Henceforth new burden has been placed on educational system in the developing countries as they try to train their worker for industrial produce. Likewise new demand have been positioned on the educational systems of the developing nations as the old routine of specialized work has been reformed by ‘ smart machine’. In short the world of work & of the varying worker manager is in a state of instability as a result of changes in the technological , cultural, political & economical environment.

The learning of alterations in the organization of work resulting from such changes in the past can probably give rise to a better perceptive of the present problem now on a global

scale resulting from constant technical, political, and economical changes. Therefore article includes both historical as well as current perspective to provide a core for understanding work in today's scenario & possible alterations in the upcoming future.

ORGANISATION OF WORK IN PREINDUSTRIAL TIMES.

PREHISTORY

Organisation of work may have initiated before the evolution of Human being. Along with the tools a more intricate brain structure and communication, division of labour may have been accountable for initiating the human occupation of nature and differentiating homo sapiens from other animal species. In these initial period of human development, work was limited to simple jobs concerning the most basic requirement of human food. Primitive population were largely food gatherers and hunters. The irregular ease of food allowed little excess for exchange and there were few acquaintances with associations in various places that might have specialized in obtaining different foods. Nonetheless there was some occasion to enhance the food supply by organizing the work of hunting and later farming and cultivation.

CONDITION OF WORK

The conditions of work engage hours, rest periods and vacations the embargo of exploiting child labour and enabling of the employment of young person as well as the special provision regarding the employment of women. Enacting statutes for the protection of children, young person and women against the most horrible evils for the Industrial revolution. It formerly dealt mainly with such matter as access to job, night work and excessive hours but the facet of its content and their related significance have been completely evolved during the 20th century. As economic and educational development and changed social habits have restricted child labour in the industrialized nations and ever more in the modernised sectors of the developing countries' economies. The particular distress of labour law in reference to the young persons has migrated to such field as vocational guidance and training , career planning and advancement and medical protection. As job opportunities for women have become more diverse and accountable there has been a like swing of emphasis from protective legislation, which has come to be regarded as narrow minded since it intends to restrict such opportunities to legal assurance of equal pay and equal employment tied with sufficient maternity security and stipulation of amenities to enable women with family responsibilities to carry on to be employed.

In several nations the eight hour work per day has been occupied by the 40 hr a week as the legal utmost for a broader array of occupations and collective agreements enabling for significantly shorter working hour are not unusual. The aspect of hours management whether by law or collective agreement, comprise such issues as exemptions and adjustments essential for constant shift working. Further such regulations envelop the additional room allowed for elementary complementary and intermitted work the particular regulations of work of utter necessity, unforeseen accident, maintenance and repair work and the check authorization and payment of overtime. The standard of resting for a day of the week endorsed as it is by religious applications in several places was broadly comprised in legislation in earlier days, legislation providing annual holidays alongwith pay and collective agreements ensuring for such holidays are more or less a improvement of mid 20 century but are even getting more common, in addition there is a obvious inclination for the minimum annual holiday to be increased more and more.

None of the organization exists in vacuity . Institution with its environment which make available resources and limitation. An organization have to constantly embrace to its environment which are continuously altering. In various factories, offices and other professional fields the employees of which are countless in number. They may be asked to continue their work of a specific nature. In some particular region his health may get exposed to be influenced greatly by the fact that whether his work place is sufficiently and properly ventilated or not prerequisite of proper lighting is an indispensable conditions and among those which reasonably possesses the employees mind. It will definitely adversely affect his eye sight continuously if light is not adequate, it also affect his performance and magnitude of outcome. It is undisputed that noise can be a distressing factor and may divert one from his work. Conditions of the climate of work place is another factor that cannot be ignored as it adversely affects the capacity of an employee, adequately managed temperature should also be considered a key factor while searching out for the place of work.

Beside these physical condition there are definitely several other mental conditions that also affect the worker and accordingly his work ,one of which is the behavioral conduct of those who are in the authority etc. The organization which are shot life span have only immediate operation and development for restoration is not very significant. These organization don't have got any regard for environmental factors. These organization generally don't bear a stable structure . Whereas the long lived organization have immediate realistic goal. In these organization the individual objective are friendly with organization objective and narrate achain of subordinates as well as their goals. The long lived

organization have a comparatively stable structure. The environment in which organization performs will judge and resolve the future resource that will be placed on the organization. Following are the various fundamental elements of an organization.

- a) People
- b) Market condition
- c) Attitude
- d) Physical resource
- e) Legal constraints.

In due course by which the corporate management assisted by experts try to recognize the opportunities and the threat or the risk factors in the environment in which the organization operates. Environment should be the aggregate of internal and external conditions . since the growth of science and technology, research and development activities the organization environment is promptly changing not only have anticipated changing environment but unpredictable environment. There is a greater extent of correlation among the economic and other factors of the society. For the organization's growth and development It is always better that environment and organization relate with each other.

CONCLUSION

Work is to perform through a task requiring persistent effort or constantly repeated operations. Working conditions envelop a extensive range of factors and issues from working time and payment as well as the physical conditions and mental requirement that exist in the workplace. Working conditions means the working environment and all existing state of affairs affecting workers or labor in the workplace, including job hours, physical aspects, legal rights and everyday jobs. Conditions in which work is carried on consists of the work environment and the time, place and organization of work. They comprise the traditional subject of labour law and are governed by all of its various sources: legislation, , works rules, the contract of employment, collective agreements and custom and practices. presently, as perception of the hypothesis moves towards the incorporation of additional factors and parameters which influence the employee psychologically, a broader definition of the term is coming to be accepted which also includes the economic parameters and its effects on living conditions i.e environmental issues connected with the work environment and the social role of employees including the female employment.

REFERENCES

1. [http:// www. Britanica encyclopedia.com](http://www.Britanica-encyclopedia.com)
2. Shashi K. Gupta, Rosy Joshi, Human Resource Management with case study, Kalyani Publisher 2011, P1.27.
3. A.M.Sheikh, Human Resource Development and Management, Sultan Chand and Sons, Publication 1998 , pl.105.
4. V.P.Michael, Human Resource Management And Human Relations, Himalaya Publishing House, 1996 pl. 236.
5. Agarwal, Nair, Banerjee, Human Resource Management, Pragati Prakashan, Meerut, 1999.