



INDUSTRIAL SOCIOLOGY

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INTRODUCTION



**Primitive agriculture
(Small farm)**



Giant corporations

Influence on the emerging sociological disciplines

INTRODUCTION



Influence on the emerging sociological disciplines

Definition of Sociology

socius :
“companion”

ology :
“the study of”

logos :
“knowledge”



Auguste Comte
1838, “social physics”

DEFINITION



Sociology is :

- *The scientific study of human social behavior, interaction between humans, social institutions, and social organization/structure*
- A scientific study of society and human behavior
- Systematic study of collective human behavior
- **The Social Science**

H I S T O R Y

In 1600's

demographic and census activity was increased → data available → solving urban problems (crime and pauperism)

1830-1842

Auguste Comte gave sociology a name and place among the academic discipline

Last 19th
century

Emile Durkheim promoted “human behavior as structure and process” and “society as a set of functional relationships”.

1875

sociology became a discipline in Yale, USA.

1949

International Sociological Association established (sponsored by UNESCO)

Scope of Sociologists

Micro Sociologist

1 Who looks at particular interactions

Macro Sociologist

2 Who looks at the pattern of interactions (usually in larger groups)

Problem's oriented by Sociology

Urbanization

Industrialization

Poverty

Inequality

Family breakdown

Crime/deviant

Racial/ethnic
minorities

Application of Sociology

- ◆ Gathering information for planning and process
- ◆ Evaluation of progress in society
- ◆ Proposing different method of change
- ◆ Dealing with issues of population or budgets
- ◆ Sociologist performs action like social surveys, solves public relation problem, advices to various consumer, and many more for industries
- ◆ Main area of application of sociology in academic institutions or organizations.
- ◆ Sociologists play a role of counselor while solving minority or racial problems
- ◆ Help in understanding and predicting the human behavior in different situations.
- ◆ Also helps in understanding the influence of society on any human and what make them come together to live in a society

Inter-disciplinary of Sociology



Sub-field Disciplines of Sociology

- Clinical
- Comparative
- Educational
- Environmental
- **Industrial**
- Legal
- Medical and health/wellness
- Political

- Religions
- Research design and methodology
- Rural
- Sociobiology
- Sociolinguistics
- Sociology of art
- Sociology of science
- Social psychology
- Urban

INDUSTRIAL SOCIOLOGY

Industrial Sociology - Definition

- ✓ *Industrial sociology* is a discipline which deals with study and examination of interaction of human in technological change, globalization, labor markets, work organization, and managerial practices.
- ✓ **A sociology of work**
- ✓ Industry : academics, government, business, and religious

Sejarah Sosiologi Industri

Karl Marx

- 1 Pembagian kerja memproduksi konflik sosial dan merupakan kausa prima ketidaksederajatan sosial dan alienasi.

Emile Durkheim

- 2 Pembagian kerja dan differensiasi fungsional dari peran-peran individu menciptakan integrasi sosial di dalam masyarakat modern

Max Weber

- 3 Menekankan pentingnya “organisasi” dan “birokrasi”

Scope of Industrial Sociology

1

Relations in a business : the boss and workers, the owner and manager, between managers/ owners/ workers.

2

Factory workers : working situations, mentally, relations.

3

Conditions which affected industry : politics, legal, regulation, national economic performance

**Industrial development (industrialization)
affect the condition of sociological community,
and
sociological conditions affect the development
of industrial society**

Why Industrial Sociology is Important ?

Application of Industrial Sociology

- It can be used to define various industrial relations
- It can be used for social development which entails socio-political as well as economic changes.
- It can be used to define various trade relations
- It can be taught as post-graduate subject.
- Trained sociologists can be created and they may help in conducting various researches and training.
- It can be used as a source of trained personnel's for various social institutes
- It helps in defining and determining the various possible relations inside or outside the country

INDUSTRIAL RELATION

Industrial Relations



Dale Yoders : it is a whole field of relationship that exist because of the necessary collaboration of men and women in the employment process of an industry.

Four basic elements :

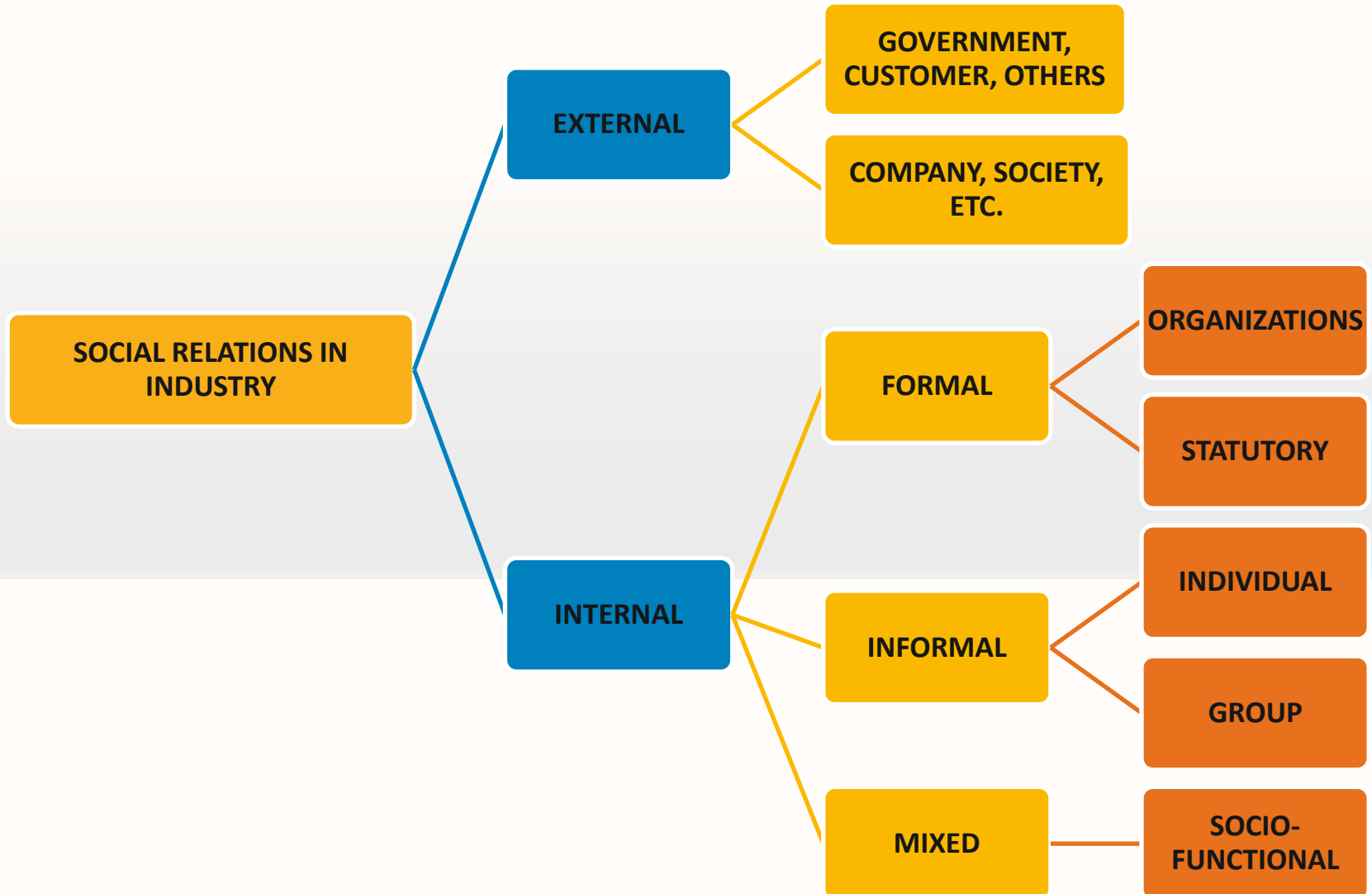
- The organizations of workers and managements

- The state

- The managements

- The workers

INDUSTRIAL RELATIONS



Industrial Relations Factor that Influence the behavior of people



- **Institutions** : government, trade unions, labor courts, etc.
- **Character** : to study the role of workers unions and other institutions
- **Methods** : focus on collective bargaining and workers participations in the industrial relations schemes
- **Contents** : pay, hours of work, leave with wages, health and safety disciplinary actions, lay off

Objectives of Industrial Relation

- To safeguard the interest of labor and management
- To avoid industrial conflict
- To raise productivity
- To establish industrial democracy
- To eliminate strikes, lockouts, and gheraos
- To regulate government control
- Improvements in the economic conditions of workers
- Control exercised by the state over industrial undertaking
- Socializations or rationalization of industries
- Vesting a proprietary interest of workers

Importance of Industrial Relation



**Uninterrupted
production**



**Reduction in
industrial
disputes**



High morale



**Mental
revolution**



**New
programs**



**Reduced
wastage**

Effect of Poor Industrial Relation



**Multiplier
effects**

**Fall in
normal
tempo**

**Resistance
of change**

**Frustration
and social
cost**

Measures For Improving Industrial Relations

**Strong and
stable union**

Mutual trust

**Workers'
participation in
management**

**Mutual
accommodation**

**Sincere
implementation
of agreements**

**Sound
personnel
policies**

**Government's
role**

**Progressive
outlook**

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THANK YOU!

