

## MANAGEMENT POLICIES AND WORKERS PERFORMANCE IN ENSURING INDUSTRIAL HARMONY IN NIGERIA

BY

AUDU CHAMALWA

### ABSTRACT

*The research work carry out, so as to determine the role of management polices and workers performance in insuring industrial harmony in Nigeria (a case study of Maiduguri flour mills ltd) management polices and workers performance in insuring industrial harmony is one of the important element in any organization without this management existence will be difficult. Management is therefore seen today as the guidance or direction of people towards organization goal or objectives, through supervising controlling coordinating the activities of the organization. This research shows if management policies are place in planning the organizational activities by analyzing the studies it reveals that management policies if well implemented will bring about higher productivity in an organization.*

**Keywords:** *Management, Management policies, Industrial harmony, Workers performance*

### INTRODUCTION

Personal management policies are no doubt very vital to the miming and success of every organization in achieving is set objectives, the primary concern of personal management in any organization is the human activities, personal management is therefore, concern with obtaining, organizing and motivating the human resource needed by the organization for its operation.

It is also concerned with developing an organizational climate and management styles that will promote effective efforts relative to industrial harmony and trust among the workers. Personal management is also seen as the planning, organizing, directing and controlling of the procurement development, compensation, integration maintenance and the cooperation of human resource so as to accomplish individuals society and organization set objective on the work. Therefore personal management can be seen as the methodological and systematic activities where people are employed in large numbers.

This includes among others their wages and salaries benefits safety and general welfare. The general introduction of the of the management policies are general manufacturing organization are faced with also of that are determine the organization in its productivities are the economic recession in the year 1980s the problems of inadequate industrial raw material it make if difficult for the manufacturing firms to operate high cost of manufacturing domestic products, this problems bring galloping inflection in our production. The high and rising of the number of unemployment of graduate and other school leaves.

The high interest rate chargeable by the commercial banks and merchant bank etc. make it difficult for investors to borrows money from the bank.

This paper seeks to identify the various economic problems facing the management polices in Nigeria. And also look at how to overcome them objectively. The following are the objectives:

- (i) To ascertain whether there exist management polices affect workers performance in the Maiduguri Flour mills limited.
- (ii) To see whether the management polices has got changes in the number of goals achieving.
- (iii) To identify these specific polices where they exist and as certain there nature of influence on workers performance.
- (iv) To enhances the general performance of the managers in planning controlling and coordinating the activities of the management to achieve goals.
- (v) To contribute and enhance the general performance of the workers and industrial development of Borno State and the nation at large.

### **Important of Management Polices and Workers Performance**

This paper has no doubt brought focus the significant aspect forward pestering good selection between management and the entire work force of the company level.

It is therefore against this background that one can say that the vital of personnel management polices in relation to workers performance in brining industrial harmony polices in relation optimized. This is because all companies make and produce certain goods and services. To achieve the organizational set goals workers are needed to produce the goods and services. These goods and services will be distributed to maintain and operates the machines and tools used in the production (the production could be tangible or intangible).

The way these employees are treated and their feeling about their jobs and the company is therefore of great important to the job performance and consequently the management willingness to accept and retain such performance will no doubt bring harmonious relationship to the overall betterment of the company to achieve its set objective.

The general dissatisfaction of the employers are often reflected in their level of commitment and performance in their respective jobs.

For example, the study of personnel management simply refers to the companies (Maiduguri Flours Mills Ltd) polices as they affect the workers performance, general welfare and employment of the employees such as staff contribution, welfare implementation procedure especially in matter directly affecting them.

What the workers expect from management is recognition. This expect not necessary or entirely motivated by or base on material reward make the workers to be recognized and treated with human which is considered as an objective or commodity of the company.

Infact in the Nigerian context of management polices and the performance of their work forces is said to be pattern of labour management relation, particularly in the public sectors where the employer still maintain the image and fails to accept the concert of equally treatment through collective bargaining process.

Hence the need to explore this relationship through research into the concept of company necessary because of the non challenge attribute of the companies to workers interest and need to make workers development a negative attribute toward their jobs.

However in situation where workers interest and needs are taken care of a sense of belonging and these will make them will be put in their best in achieving the set goals of the company.

The company will be taken care of all the need of the workers in other to be as a motivating tools to them so that it will help them in increasing their level of output. That is by increasing the rate of number of production where the company will end up in achieving the goals targeted

To every organization motivating workers will therefore increase his level of performance and consequently increase the level of company productivities.

This research examine management policies and how this policies are been executed with the aim of bringing changes and modern innovations that will promote the organization policies help in terming peaceful or relative industrial harmony between the workers and the management of company.

The article will also examine the various machinery that is grievances settlement procedures staffs welfare policy is also very significant in providing, targeting the number of output that the company is directly or indirectly expected to achieve as the organization's goals.

The reward system and general performance which all along help to bring the division of labour that will help to assign job given to every employee in his field of operation.

And it also bring peaceful co-existence between the workers and the management the unification of the management polices system provide rapid development in planning where every employee is to stand for his duty without any pressure in the management side.

Due to the policies of the managers will enhance the limited area of the personal that workers performance is good accrete time because of the management plan and policies.

### **Reasons for Management Policies**

- (i) To ascertain whether there exist many policies affect workers performance in the organization.
- (ii) Too identify the specific polices where they exist and ascertain their nature of influence on workers performance
- (iii) To contribute and enhance the general, performance of the workers and industrial development of Borno state and the nation at large.

### **Why Workers Performance**

- (i) To evaluate the role of management in achieving success in the organization.
- (ii) To ensure workers implement principle and policies for achieving success in the organization.
- (iii) To provide solution and make recommendation for a proper utilization of the identify problems above.

### **Literature Review**

A study of this nature required to share some of the contribution made on the subject area by various scholars and experts. It is only such scholastic views are highlighted that the contribution of personnel management policies will be appreciated towards bringing industrial harmony in an organization lecher bureaucratic model, Weber (18-64-1920) was a

German philosopher the bureaucratic theory as most efficient instrument for operating large scale enterprises both public and private, while in carefully applied will enhance and ensure good management policy and industrial harmony. Bureaucratic theory was later translated into industrial relation theory his model is accrued by critiques of couraging rigid behaviour by management toward workers.

In decision making misplacement in to appropriate responsibilities as the general incentive from the employers of about. Yesufu (1973) proposed an action alternatives model of work motivation in which he advocates on analysis of employers look orientation these orientation he termed instrumental relation and expressive or personnel the defined nutrimental as orientation toward intention with the people and establishing meaningful understanding that will bring rapid changing for both the organization and the entire management of the organization.

The management policies of any company defined instrumental as orientation toward interaction with people and establishing meaningful relationship with them.

According to Koontz and Bonnel (1982) management policies refers to the personnel management aimed at motivating its employees to enable them to put in their best and bring about relative industrial harmony.

The policies promotion policy incentive situation where a vacant is created the next person many act in that capacity and be paid for direction of acting ort as time goes on line acting appointment will be conformed by the management.

The personnel relied cases of non promotion of staff and rectify complain if any arise from such cases (Maslow 1970).

According to him every employers are given both moral and material incentives to sense as a complement in appreciation of the performance of employers toward up lifting the company to Mbah (1988) views that workers are paid in line with government salaries policies and all salaries are paid to workers at the right time. All other incentives such as leave grand, overtime are paid regularly to serve as a motivation tools in the companies system or made of operation.

Employers are given ample changes to unionize so that whatever they desire to do or to put forward their need and allowances will be ensure for them to get, because all of their activities are been unionize the more you stand with a single voice as a union or group the more yours problems will be solve due to your unification.

Organization are very much interpret in manpower and utilization of the availability of the manpower resource best on their skills ascription or best on the area of speciation so that fellow will not be share rather them sharing of ample decedent means of getting the needed farm machineries and equipment it will help them in there farming activities and get product for life sustenance.

A personal management in any organization is the human activities the contents if this research refers to the policies as they affect the workers performance condition of the employees and to identify this specific policies where they exist and ascertain their nature of influence on workers performance.

It is pertinent to note that the cost of borrowing is also very tight because presently banks and other financial institution charge between 29% to 33% interest rate on loans that will be given to workers or farmer in every year.

However production is below the capacity with very few employed hands to maintain the company there are teaming youth/graduate unemployment very high such as probation immensely very phenomenon in the rate and the country at large therefore management policies plan to get enough workers of both skill and non skills workers that will help the personnel manager in achieving goals.

### **References**

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