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DISCIPLINE, A PROPER SUBORDINATION AMONG EMPLOYEES

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Abstract: What is Discipline :

Discipline carries with it orderliness, obedience and maintenance of proper subordination among employees and a sort of check or restraint on the Liberty of individual. It is a training that corrects moulds, strengthens or perfects the individual behavior and is the force which prompts an individual or group to observe certain rules, regulations and procedure that are deemed to be necessary to the attainment of an objective.

Keyword: subordination, employees, behavior, obedience.

1. INTRODUCTION:

The word 'discipline' has derived from the word disciple. It implies obedience to a code of conduct derived from the 'ideologies' and 'values' of the time, and an unqualified acceptance of 'authority'. In the context of an industry, that is, where people offer to work for others, it refers to orderliness, or conformity to the rules and procedures of the organization and acceptance of authority of superiors to 'decide'. From a relationship of 'master to slave' of the olden days, it gradually got transformed into one of 'master and servant' or a contractual relationship. In course of time, with the development of human civilization and the emergence of concepts such as justice, equity and fairness, what exists in the industrial arena today is the 'employer-employee' relationship, where employees' interest are protected by a number of labour legislations based on social conscience and the need of the time.

Discipline in the broad sense means orderliness- the opposite of confusion..... It does not mean a strict and technical observance of rigid rules and regulations. It simply means working, co-operating, and behaving in a normal and orderly way, as any responsible person would expect of an employee to do so.

Discipline may be considered as a force that prompts individuals or group to observe the rules, regulations and procedures which are deemed to be necessary for the effective functioning of an organization.

Discipline, used as a noun and preceded by the adjective 'good', means that worker willingly abides by company rules and executive orders, Disciplinary action or to discipline' means that steps are taken to correct disobedience and, if possible, its causes.

Webster's Dictionary gives three meanings in the word 'discipline'. First, it is training that corrects, moulds, strengthens or perfects. Second, it is control gained by enforcing obedience

The third meaning is punishment or chastisement.

The simple definition of discipline may be that, "it is process of training a worker to that he can develop self-control and can become more effective in his work."

The disciplining of a worker is related to the conditioning process. It is desirable for the worker to act in a certain way when a specific set of conditions prevails, and the worker is encouraged to perform accordingly.

Success of any industrial organization, largely depends upon the degree of discipline, efficiency and commitment of its employees. All that motivates an employee to give willing co-operation and willing observance of the rules and procedure of the organization, constitute the essence of discipline in industry. This conformity to rules and procedure and willingness to work for the organization should come from within. This is possible only if the management is able to create an atmosphere of trust and goodwill by its consistent policy to follow a set standard in dealing with employees uniformly. Impartially and with compassion, wherever required. Care concern and a compassionate approach in dealing with employees almost always strengthen the management's credibility. Explaining the role of personnel administrator in the area of employee discipline, IIPM states; In advising management whether to proceed with a disciplinary case, the personnel officer must give a careful thought to the likely repercussions on discipline and general relationship in the organization. Even when there is a prima facie case against an employee, it is to be considered whether an enquiry, with all publicity and excitement that it causes, is advisable, or whether some other line of action might not prove more effective in improving discipline for the future, such as consultation with the trade union or the works committee in the hope that social pressure may be brought on the delinquent to apologise and not to repeat offence.

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