

**"HOW DO UNIONS WORK: AN EXPLORATORY STUDY DONE IN
PUBLIC SECTOR ORGANIZATIONS OF PAKISTAN."**



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**A research project submitted in partial fulfillment
of the requirement for the degree of MBA**

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2013

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DEDICATION

“I dedicate this dissertation to my parents for their love and support and also to my teachers for their guidance and help.”

ABSTRACT

The research intends to talk about the trade unions as a part of industrial relations. The research area is chosen to be the Public Sector organizations of Pakistan. Trade unions refer to a group of people who act to regulate relations between employer and employees. A number of readings and books have been studied by me in this context to get a fair idea upon trade unionism and its practices prevalent in Pakistan and other developing nations. An effort has been made to study the unionism in Pakistan and particularly in Public sector through a qualitative approach. Analyses have been made with help of responses gained through in-depth interviews. At the end, recommendations have been made to improve the working and quality of Unionism in Pakistan.

Key words: Trade unions, Labor Relations, CBA (Collective Bargaining Agent), collective bargaining, Industrial relations Act, Labor Disputes, Productivity, Workplace Harmony.