

(J, 2009) Investigated that most of the efficient working unions have the characteristics of higher productivity. The functionality of improved workplace communication and trained work force also exist in it. He further studied that higher rate of productivity effects the economic growth and development positively. According to conditions: the employee's relations are good with management in industries and the working of employees in unions is together which is very favorable for the higher productivity and this favorable condition will not be available in case of non-unionized organizations. And the important aspect is that there is a need of proper and regular communication and meetings between staff and management. It's an opportunity to appreciate the staff on better working and also management can overcome the problems that occur in the working due to any reason/problem. This will be healthful for the company and its economic conditions.

Problem Statement

Our problem statement is that impact of trade union on workplace performance in organization: comparison between having trade union or not. Trade union has been found to play an important role in organizational productivity through on individual employees.

RESEARCH OBJECTIVE

The objective of this study is to examine the various activities in the trade union. To make the comparison between unionized and non-unionized firms and what's the effect of it's on those firms. We will also check its effect on workplace performance, working efficiency and overall company's performance.

RESEARCH SIGNIFICANCE

This study will help the different organization to examine that is the trade union is beneficial for their organization or not. This study will give guideline to the owners to make

policies about workplace performance of employees. They will able to improve their quality services, incentive and promotions to their employees

Hypothesis

H₁: Trade union militancy is positively associated with the adoption of HPWS (High performance work system).

H₀: Trade union militancy is negatively associated with the adoption of HPWS. (High performance work system).

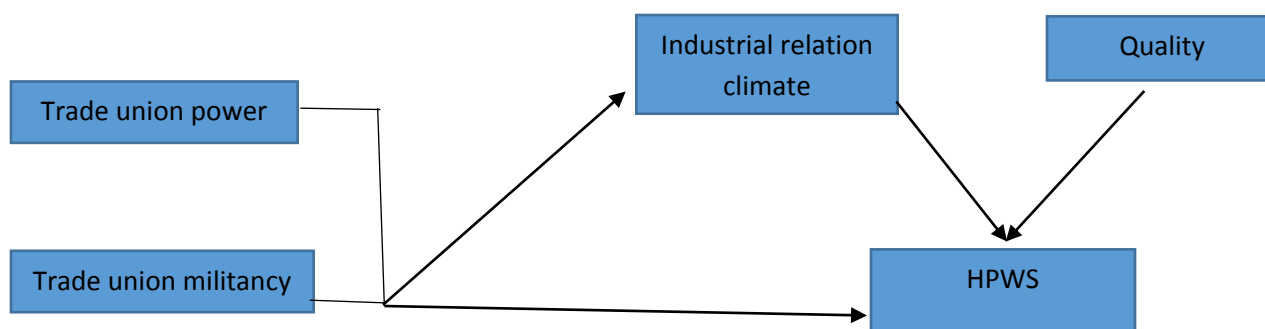
H₂: Trade union power is positively associated with industrial relation climate.

H₀: Trade union power is negatively associated with industrial relation climate.

H₃: Industrial relations climate fully mediates the effect of trade union power and union militancy on the adaptation of HPWS.

H₀: Industrial relations climate fully mediates the negatively effect on trade union power and union militancy on the adaptation of HPWS.

Conceptual frame work:



Research Method:

Population, sample and data collection:

The study population was employees of organization. The needed data was collected from them. The employees from different organization were taken as target population. The reason for selecting this population is that the employees have better information experience about trade union and they also know the effect of trade union in their working efficiency and on company performance. A sample of 300 employees from different organization was taken for analysis and 275 questioners with response rate 76% were return back. .

Instruments and measurements:

There are numbers of instruments that is being used for measuring the impact of trade union on work place performance in organization: comparison between having trade union or not. For this purpose, we adapted the questioner of Alex BRYSON, John FORTH. The demographic segmentation was included in the questioner.

Data Analysis:

The research was directed in order to measure the impact of trade union on work place performance in organization: comparison between having trade union or not. The version of SPSS 20.0 was used for its analysis.

V. FINDING AND DISCUSSION

Respondent Profile 1) Gender Based on 300 sample employees of PIA, Ibrahim Fiber Industry, and UAF sub campus burewala, the percentage of male and female respondents are 59 percent and 41 percent respectively, which shows that the male dominance of trade union.

Descriptive analysis of demographic

TABLE I: GENDER

Gender	frequency	percentage
Male		59
Female		49
Total	300	100

TABLE II: AGE

Age	Frequency	%
17 -20		61
21- 24		31
>24		08
Total	100	

Trade union in work place

The study revealed that most of respondent have one to three years' experience in trade union some have not. This condition is understandable because in Multan region is a new marketing media compared to conventional marketing.

TABLE III: Work place performance

Length	Frequency	%
< 1 year		44
1 – 2		38
3 - 4		13
>4		5
Total	300	100

In the whole sample, 61 percent are at the range of 17 to 20 years old, 31 percent are at the range of 21 to 24 years old, and 8 percent are more than 24 years old.

Pearson's correlation of performance

	Average of No Trade Union	Average of Objective of Trade Union	Average of Work Performance
Average of No Trade Union	1	.414**	.312**
Pearson Correlation			
Sig. (2-tailed)		.000	.000
N	150	150	150
Average of Objective of Trade Union	.414**	1	.385**
Pearson Correlation			
Sig. (2-tailed)	.000		.000
N	150	150	150
Average of Work Performance	.312**	.385**	1
Pearson Correlation			
Sig. (2-tailed)	.000	.000	
N	150	150	150

** . Correlation is significant at the 0.01 level (2-tailed).

4) Validity and Reliability

Validity of the scale in this study, the validity of the construct was measured by checking the square root of the average variance for each construct. Table I, showed that the value of all constructs are above 0.374, those value indicated that the constructs are valid as suggested by Sugiono.

Average number of trade union is 1 about the person correlation and two tail test is used and the number of N is 150. Average of objective in trade union .414 according to two tail test and their performance also test by Pearson correlation of union and work performance.

Beta coefficient

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.945	.232		4.077	.000
	Average of Objective of Trade Union	.374	.087	.344	4.306	.000
	Average of Work Performance	.199	.089	.180	2.246	.026

a. Dependent Variable: Average of No Trade Union.

This test will be standardized because alpha will not stop and beta will cover error and test will be reliable.



Regression table

Model Summary ^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. Change	
1	.446 ^a	.699	.889	.786	.199	18.210	2	147	.000	1.926

a. Predictors: (Constant), Average of Work Performance, Average of Objective of Trade Union.

b. Dependent Variable: Average of No Trade Union.

The square root of value and all test will be reliable and our research will be good and survey of study also belongs to overall results.

ANOVA

ANOVA^c

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	22.504	2	11.252	18.210	.000 ^b
	Residual	90.830	147	.618		
	Total	113.333	149			

a. Dependent Variable: Average of No Trade Union.

Trade union of mean square will be .618 and sum of square will be 113.33.



b. Predictors: (Constant), Average of Work Performance, Average of Objective of Trade Union.

Reliability

Cronbach coefficient alpha is the most common accepted formula for assessing the reliability of measurement scale with multi point item [54]. The reliability of the construct is considered acceptable, as Cronbach's alpha and composite reliability coefficients offer values which, in all cases are appreciably higher than the recommended value of 0.7-0.9. The reliability of each construct is: Average quality 0.743, trade union 0.700 and work performance 0.825. Therefore, all constructs are valid.

Cronbach Alpha

TABLE V: RELIABILITY OF CONSTRUCT

Description	Cronbach Alpha Value
Average Quality	0.743
Trade Union	0.700
Work performance	0.825

The Correlation of Average quality, trade union and work performance will be reliable. A multiple regression analysis was performed to examine the relationship among trade union and work performance.

1 The Multiple regression of trade union and work quality

The study results show that work quality has positive and strong relationship with trust ($\beta = 0.667$).

2 The Multiple regression of trade union and performance

The study also reveals that employee's performance influence in trade union significantly ($\beta = 0.187$).

3 The Multiple regression of quality and performance

The influence of work performance on quality work receives support ($\beta = 0.365$).

Discussion and Conclusion:

The results of different formulas which are being applied on the collected data show positive impact of trade union on workplace performance and also elaborate that it will be beneficial for the company to have the trade union because this will have positive impact on the employee's performance. The values of average quality, trade union and workplace performance in Cronbach Alpha analysis are in the line of reliability which shows that trade union positively influence the workplace performance as a result of this average quality of work increased that is beneficial and profitable for the organization.

The values of multiple regressions of trade union and work quality, trade union and performance and multiple regressions of work quality and performance are also reliable and significant. These values show that these variables are being positively influenced by each other. Not only influenced but also support each other for positively working.

After getting the findings and doing discussion we can conclude that trade union has positive impact on workplace performance because it helps the employees to enhance their working skills and capabilities which is beneficial for the organization because improved and increased working of the employees will also increase the production of the company through this the profit ratio will also increase. Somehow the trade union also has some disadvantages but those are minor in front of advantages. So the organizations should have trade union because this will be helpful for them to increase employee performance and also their profit ratio.

The comparison proves that the organizations that have trade union are more better and getting benefits from the organizations that have no trade union concept.

Practical implications:

This study will be helpful for the organizations because through this they can do their analysis for having the trade union or not. They can make better decision about making a trade union for employees that will support and secure the rights of employees but also motivate them for work.

Limitations and future study:

The limitations related with research are acknowledged. There should be further study on this topic to understand the relationship between these factors and their effect on each other. This research was on small scale. The sample size was small and the area from which we have collected data for this purpose was also small. As this research is based on the collected data

from some specific areas so the results will be different when it is conducted in some other different areas.

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