IS GRIEVANCE PROCEDURE DOING JUSTICE?

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ABSTRACT

A slight thought on a adage that people often say “JUSTICE DELAYED IS JUSTICE DENIED “ which expresses general truth about some aspects of life. As a management person this made me to think about situation’s arise in the organization and proceeded to have this article “ IS GRIEVANCE PROCEDURE DOING SPEED JUSTICE “ in our present organization trends.

Even many employees don’t think to approach his/her grievance to top management, because they know it will take long time so it creates negative look in employees mind and directly impacts/effects productivity of an organization .

It can’t be explained in a word from the observations done, there are many instances that most of the employees went to top level management to address their grievances, but they didn’t get relevant justices in quick manner. Hence to know change/effective procedure required to solve the problems of employees.

In this paper I tried to cover the aspects related to Grievance procedure and handling it.

1. Concept of Grievance.
2. Various reasons taking an Employee towards dissatisfaction
3. How Employee becomes from the dissatisfaction
4. What immediate action does an Employee can take
5. Common Grievance procedure in any organizations to be followed
6. View points to handle Grievances effectively
7. Conclusion

KEYWORDS : Dissatisfaction, Complaint, Grievance.