

Why would workers
want to join a union
what is the purpose
of a union

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UNION Union is defined as a group of people that are working to achieve a particular goal in an organization. In business, union is basically a group of labor or employees that are working for the organization and they raise voices for their concerns or uncertainty or any kind of injustice. Unions are democratic organizations or group that works for the betterment of the employees at the workplace. Union has two objectives; controlling the labor process and managing rewards of work.

A single employee if raises voice then it is unlikely that his or her demands will be fulfilled and therefore a group of people together raises the same concern and, if needed, they ban working at the organization until their demands are fulfilled. As more people will stop working, then it will hurt the organizational processes and the employer or the management is more likely to listen to the concerns of the people. Collective action could give people better results. Therefore people join unions to get better working environment, benefits, rewards, pays, more holidays, less working hours and several other concerns that may come at the workplace. However, solutions are achieved generally through collective bargaining or grievance procedures.

There are different purposes and reasons of union. Some of the main purposes of union are discussed below:

To get better financial rewards, pay and other benefits.

To have less working hours or more holidays

To have better working environment.

Achieve better living standards and lifestyle.

To have better negotiation with the management