

# The major disadvantages of one big union concept

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Majority of the organizations in the current world are functioning in a democratic manner and employees can directly contact their managers for establishing their rights. It is better to form a body, consisting of the representatives from both the employer and the employees to settle the employment disputes.

One big union approach is definitely better than the multi-union approach. The exploitation of the employees by union leaders will be reduced considerably when the single union approach implemented. Majority of the trade union problems occur because of the trade union leader's egoism. If more unions are present in an organization, each union may put different unacceptable and illogical demands to the employer to catch the attention of the employees. One of the major disadvantages of one big union concept is the possibility of more disputes inside the union because of the differences in the political beliefs of the members. In a multi-union approach, members of each unit may have the same political ideology and therefore internal conflicts would be lesser.