

Purpose of this research was to explore the aspects of HRD beyond education and training, and to explore the role of labor unions in HRD by looking at the improvement in productivity and harmony at work place due to them. For this purpose, survey questionnaires on five point Likert scale ranging from very unsatisfied to very satisfied were designed and pre-tested.

The study was carried out by taking a sample of 10 unionized organizations. In these organizations, 525 unionized workers, 90 temporary non-unionized workers and employers were interviewed to collect information on role of labor unions in securing benefits for workers and motivating them for higher productivity and peace at work place. Performance of unions was estimated in two aspects. One aspect was their success in securing benefits for workers and other was in protecting the interest of employers. The success of unions' in exerting efforts for securing benefits for workers was measured by satisfaction of workers which was dependent on 15 variables i.e. wage rise, fringe benefits, job security, time decrease, health facilities, children education, over time payment, working conditions, leaves increase, post retirement benefits, recreation facilities, training opportunities, decrease of wage differences, informing workers about their rights and workers' education. The success of unions' in exerting efforts for protecting employers' interest was measured by satisfaction of employers which was dependent on two variables i.e. productivity increase and work place harmony.

The results of the study show that unions proved successful in securing benefits for workers and protecting the interest of employers though performance of unions needs to be improved by exerting more efforts.