

## Contextualizing Durkheimism in Contemporary Industrial Relations Practice in Nigeria

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**Abstract:** The human capital perhaps is the most powerful element of production. While the advanced economies have learnt to explore it to their own gain, the South-Pole economies are yet to emerge. This probably is hinged on the claim that economies of nations are powerful on the basis of their production chain. The capacity of the people to produce for the rest of the world rests on the fact that their work place environment is friendly. In other words, the human capacity to work thrives in a warm friendly environment. It then follows that many workers in Nigeria are fast resigning from their work due to the work place condition. For some others who yet retain their work place, they do not add to the industrial desk. The consequence of this is that the production chain of the country is affected. This paper then intends to explicate the relevance of Durkheimism in the practice of industrial relations in Nigeria. With the use of content analysis, the conclusion reached is that there is the all-time truth that human and work place relationship co-exists.

**Keywords:** Durkheimism, industrial relations.

### Introduction

Social harmony in the work place is essential in the growth of an economy. While some parts of the world have learnt to explore its relevance, others are yet in the dark. Perhaps this is due to the interposition of cultural influence militating against high racial economies.

In many ways, one dimension to capture in describing a work friendly environment is to look at the degree of social harmony existing in the work place. For one, the teleological school, beginning with Durkheimism claims that individuals join a work environment on the basis of their social recognition. By this, the classical view implies that organizational behavior thrives more where there is a reception of the personality of the workers.

This approach is irrespective of culture. Durkheim argues that it is one side of human nature to go into any business transaction where they are respected. And not just only the vows that folks also go into transactions in companies where their norms and values would suffer no threat.

It then follows that social harmony for some workers is more important than mere pay roll. The high drop in the production chain of most organizations is likely to cripple the economy thereby inflating the cost of goods and services due to low production chain. That implies therefore that workers can freely remain in their workplace when there is a warm friendly atmosphere.

Industrial relation practitioners then and human resource personnel must channel their knowledge on how to improve life in the work place of their staff. Giving recourse alone to pay roll is not enough to sustain production. There is the need to encourage organizations to keep their production desk customer and labour friendly.

**Statement of the problem**

Most Nigerians are fast resigning from their work place, while others report to work with a sulking heart. While some managers think this attitude to labour stems from low pay job, the truth on the other hand, is that some staff leave or resign from their job due to the hostile nature of their work place. This repulsion may be from the manager's attitude, interpersonal relation among staff or even the spatial nature of the work place.

Organizations then must begin to explore the relevance of work cultural harmony as one primal drive to sustain workers' commitment to labour and above all their emotional attachment to their workplace. The paper then intends to contextualize the relevance of Durkheimism in Contemporary industrial relations practice.

**Objectives of the Study**

The following objectives could account for the study;

1. To determine how Durkheimism can thrive in the organizational work place.
2. To determine if Durkheimism overrides pay roll interest in the growth of an organization.
3. To determine the relevance of Durkheimism in contemporary industrial relations practice in Nigeria.

**Research Questions**

1. How is Durkheimism capable of thriving in the organization work place?
2. What is the prevalence of Durkheimism over payroll interest?
3. What is the relevance of Durkheimism in contemporary industrial relations practice in Nigeria?

**ON THE ISSUE OF DURKHEIMISM**

Institutions of the state, no doubt, are functionally interdependent. This perhaps has been the major cause of growth in advanced economies of the world. Especially in the area of production and human capital development, there is the claim, beginning with Durkheimism that institutions are functionally thriving based on how well they are able to manage human relations desk over profit margin.

In other words, low profile economies are economies that have not been able to integrate social ties in their day-to-day production desk; for one as argued by Durkheimism, people associate with an organization on the basis of social harmony rather than cost or payroll.

The above market analysis X-rays Durkheim's perspective about Society and the economy. His postulation hinges on the claim that humans associate or interact with business firms and organizations with high-profile regard for human dignity and relation. This perhaps is what shapes their preference and behaviour towards their economic activities and interest. As argued by Nabli (1989), human beings seem to go into business transactions first on the claim of their social security rather than cost effectiveness.

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Unlike Marx's perspective about Society and economy, Durkheimism posits that our social ties and values shape and influence our market behaviour. For Marx, there is the belief that gain and high-profile payment is what influences our economic interest. In Nabli (1989), the interest of man to make more gain endears him into social interaction with his Society.

This debate having a lingered on, leaves institutions with the doubt about what actually sustains organizational growth. Marx claims in his labour theory of value and historical materialism that social, political and economic activities are in a steady flux. They shift from time to time and as such hampers society with gain-striving and class exploitation. As such, in the long run, accumulation of too much capital creates in the society both poverty and wealth (Bell 1973).

It then follows that durkheimism has continued to thrive against the doctrine and principle of economic interest as claimed by free ownership of the means of the production of goods and services. For such countries where there are structures and high-profile regard for human essence, capitalism does not undermine the relevance of social ties. As mooted in Kaplan et al (2004), the collapse of cannibal exploitation of 16th and 18th century in England, has perhaps given industrial analysts a new perspective about organization management over the years.

In other words, the relevance of Durkheimism is perhaps the secret of high-profile economies of the world. Lap (2012) argues that the top four economies of the world are economies that understand the relevance of human capital. These countries such as the United States, China, Japan, Germany and the UK create a work friendly environment where production can thrive. In other words, people must first of all identify with the human environment of the organization before the production desk. This claim accounts for the collapse and folding up of most organizations (Muttaka, 2015; Adebayo,1999).

In the developing States, people seem not to be at ease with their organization workplace. Little wonder folks are elated each weekend as this affords them of the time to cool off from accumulated stress in the workplace. For some who cannot contain the hostile nature of the workplace they soon resign and resort to self-help or businesses.

There is then need for emerging economies to do away with spatial annexation as this is capable of affecting the production desk as more folks due to unfriendly nature of the work place, would have resigned from their job.

**ON THE ISSUE OF INDUSTRIAL RELATIONS**

The emergence of industrial relations was perhaps to take care of workers' welfare. It was all a way off from the industrial era when workers had no Union to speak for their welfare. The emergence of industrial relations in early 18th and 19th century had, to a great degree, relaxed the strife on the industrial desk.

Although it may well be said that the idea about workers' welfare seems to get limited to mere increment in payroll,especially in developing countries and hardcore capitalist states, the humanity of the workers has not been given exceeding regards. This perhaps is due to the claim that capitalism, especially cannibal and multinational capitalism is more concerned about the economy of the organization rather than human relations. But as argued in Ome-Egoni (2014) the production chain of the organization is to a great degree dependent on the social harmony of the organization as the absence of this is capable of affecting the well-being of the organization. It has the capacity to negatively reduce production, thereby increasing the cost of goods and services as more money would be chasing fewer goods and services(Ehiaghe,2017).

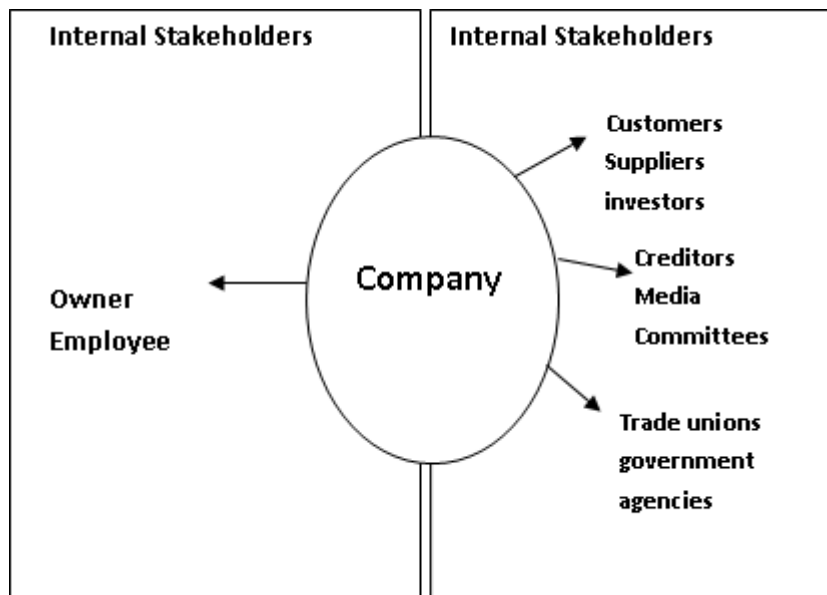
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In other words, the idea about industrial relations as practiced in developing States like Nigeria has been more of pay package. Organizations, especially the multinationals do not extend their knowledge to human capital development, especially in the area of social ties existing between the organization and its external and internal publics. Alon et al 2005) then avows that the definition of industrial relations practice has, in many ways, influenced the understanding of organizations, especially in the way they treat their workers and customers.

Contemporary scholarship and Global Knowledge then require organizations to see the relevance of social ties in the growth of the company. As relayed in Lap (2012), organizations through their human resource desk and the gate-keeping activities of the public relation office can grow their production and as well as keep the organization abreast with current realities that are likely to hamper the activities of the management(Solomon et al,2017).

In other words, industrial relations practice, especially as witnessed in Nigeria, must grow beyond bread chain advocacy, state corporatism, industrial negotiation, mid-day compromise to effective implementation of normative and human capital goal.This aspect of organizational culture has in recent times added to the growth of most organizations in the developed states like Canada, the United States and China as more workers from the developing world throng in here on daily basis.

Claim remains that such countries seem to respect normative issues of their workers above economic interest.This position by Fancy et al (2006) is hinged on the fact that industrial relations practice must recognize the impact of their various stakeholders and engage them. Hence, the model below:



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It then remains that not many organizations realize the impact of their various stakeholders much more and explore their economic relevance. These challenges with emerging organizations remain with the administrative desk not being able to actively engage the various stakeholders that other advanced states have deployed to advance their industrial needs.

In the objective therefore, organizations must integrate sociological analysis of their publics as this relates to the interests of the stakeholders and the organization in policy formulation.

## Conclusion

Durkheimism then, in many ways, social harmony and human relations are the same around the world. They seem to sustain customers and employees more to the organizations than pay roll. For emerging and existing organizations then, there is need for human capital interest analysis as this is capable of yielding for them the same result experienced in advanced clime. The absence of human relations in most organizations in Nigeria is probably the reason most workers are resigning from their workplace.

## RECOMMENDATIONS

The Paper then recommends:

1. That organizations in a way to incorporate the doctrine of Durkheimism, should structure their mission statement to be human capital oriented.
2. Organizations should have in their policies a period in a year that is solely devoted to the workers welfare package.
3. The state and private owned organizations should have workers welfare centers. This would help to reposition the attitude of the workers towards their job.

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