

## **CHAPTER ONE – RESEARCH METHODOLOGY**

### **1.1 All about the topic –**

#### **Introduction –**

The small-scale industry (SSI) sector has emerged over five decades as a highly vibrant and dynamic sector of the Indian economy. It has made significant contribution towards building a strong and stable national economy

It has attained successive heights by enhancing its fundamental strength and resilience. This sector is producing a wide range of more than 7500 products, accounting for almost 40 percent of the total production of the manufacturing sector and 35 percent of the total export. The small scale industries sector also acts as a nursery for promoting entrepreneurial talent and as a catalyser in industrial growth through a wide network of more than 32 lakh units in the country.

At present, the small scale Industries sector is one of the largest employers in the country providing direct employment to an estimated over 18 lakh person. It has thus emerged as a conduit for fulfilling the national objectives of providing gainful employment.

#### **Definition –**

Definition of small scale Industries was redefined in 1980 as follows:

The government raised the level of investment in tiny units, small scale industries and ancillaries as under;

- i) The limit of investment in tiny units was increased from Rs. 1 lakh to Rs. 2 lakh;

- ii) The limit of investment in small scale units was raised from Rs. 10 lakhs to Rs. 20 lakhs and
- iii) The limit of investment in the ancillaries was increased from Rs. 15 lakhs to Rs. 25 lakhs.

Empirical evidence indicates that small-scale industry can be an important vehicle for meeting the growth and equity objectives of developing countries. Improved policies carefully crafted projects can play an important role in ensuring that the potential contribution of small enterprises to the development process is fully realized.

**Sickness In Indian Industry** – The incidence of industrial sickness has been growing in India during the last decade. Not only some of the traditional industries like cotton textiles, jute & sugar have been afflicted with sickness but even some other important industries like engineering, chemicals, rubber, cement electrical and paper have been affected.

**Economic Survey (1989-90)** – Growing incidence of sickness has been one of the persisting problems faced by the industrial sector of the country. Substantial amount of loanable funds of the financial institutions is locked up in sick industrial units causing not only wastage of resources but also affecting the healthy growth of the industrial economy.

**Features of Industrial Labour –**

1) Most industrial workers have their roots in villages. Quite a large number of them have left their traditional occupations and have migrated to the cities in search of permanent or temporary employment. Most of them still retain their attachment to land and the periodic migration from the town to the village is a common characteristic of our industrial labour.

2) Secondly, industrial labour is largely uneducated. As a result they do not understand the problems which their industries confront the problem which they themselves are facing.

3) Thirdly, industrial labour in India is not united but is divided and sub-divided on the basis of region, religion, language and caste.

4) Finally, Indian labour do not remain in the same job for considerable amount of time. There is high labour turnover absenteeism and indiscipline. It may be because of their lack of education and love of leisure.

The researcher's research topic is concerned with the workers' problems in Small-Scale Industries. It studies workers' problems in Small-Scale Industries in Satara Industrial Area.

## **1.2 Title of the study –**

Title of the study is “ A STUDY OF WORKERS' PROBLEMS IN SMALL SCALE INDUSTRIES WITH SPECIAL REFERENCE TO M.I.D.C. SATARA.”

## **1.3 Statement of the Problem –**

In our country industrial units are playing greater role in the economic development of the country. There are four main factors of production viz. Land, Labour, Capital and Enterprise. As well as production, marketing, personnel and finance are four major functional areas. But man has greater responsibility as a factor of production. They are human beings.

As a factor of production they are facing many problems in these functional areas specially workers of the small scale industries.

So, the title of the present study is “A study of Workers' Problems In Small Scale Industries with Special Reference to M.I.D.C. Satara.”

## **1.4 Objectives of the study –**

The title of this study is “ A STUDY OF WORKERS’ PROBLEMS IN SMALL SCALE INDUSTRIES WITH SPECIAL REFERENCE TO M.I.D.C. SATARA.”

The objectives of the studies are as follows:

1. To study the working conditions and welfare facilities available to the workers in small scale industries.
2. To study safety measures and promotional avenues available to the workers.
3. To review the wage and salary compensation package structure and its impact upon the workers.
4. To suggest remedial measures to improve over all welfare and financial conditions of the workers working in small scale industries.

#### **1.5 Hypothesis of the study –**

Workers of small-scale Industries are facing problems of payment. Scale of payment to skilled, semi-skilled and unskilled workers working in Satara, M.I.D.C. is not same.

1. The monthly wages of the employees working in small-scale industries are very low and inadequate.
2. In small scale industries working conditions affect the health of the workers.
3. In small scale industries ‘Labour Welfare Activities’ have been given less importance.

#### **1.6 Methodology of the study –**

To conduct the research and to fulfil above objectives, the survey method has been used. For the collection of primary and secondary data the following sources are used.

1. Data collection by direct method by means of random sampling.
2. Methods of data collection.

**i. Primary Data** – If the investigator collects the data originally for the investigation, the data is called primary data.

The Sources of primary data are as follows –

- a) Personal interviews of the workers
- b) Questionnaire for labours, officers

**ii. Secondary Data** – if the investigator does not collect the data originally but uses data collected by other investigator or agency and available in published or unpublished form, the data is called secondary data.

The Sources of Secondary data are as follows –

- a) Reference books and periodicals
- b) The records of 'District Industries Centre' Satara.

### 1.7 Sample design –

Basically, the data were collected from the male and female workers in small-scale and medium scale industries in Satara M.I.D.C. The data were collected by administering a pre-tested questionnaire to the male and female workers; 100 respondents were interviewed.

To arrive at the sample size the researcher had first of all elicited the information regarding number of industrial units. The total number of industrial units are 532. But there are two parts of industrial area of M.I.D.C., Satara. Viz, old M.I.D.C. Area and Additional Industrial Area of M.I.D.C. It is also called as new M.I.D.C.

Total industrial units are 532 of which 238 units are in old M.I.D.C. and 294 units are in additional industrial area.

The proportion of the sample size is 10 % of the total number of industrial units.

The stratified random sampling technique was adopted to select the sample size for the collection of data.

### 1.8 Importance of the study –

This study is conducted for the workers of small-scale industries. With the help of this study researcher determines various problems of workers which they are facing in industry.

We can understand the importance of the study by following points.

1. With the help of this study we can state the main problems as well as the real position of workers working in small-scale industries.
2. This study can give information about health services, safety services, wage rates, monetary benefits, bonus, which are provided by company.
3. With the help of this study, we can understand that the current or present wage rates are fair one or not.

#### **1.9 Scope of the study –**

The small-scale industry (SSI) sector has emerged over five decades as a highly vibrant and dynamic sector of the Indian economy. It has made significant contribution towards building a strong and stable notional economy.

The growing dependence of large and medium industries on the small-scale sector for meeting their requirements of parts, components and intermediaries. The small-scale Industries sector also acts as a nursery for promoting entrepreneurial talent and as a catalyser in industrial growth through a wide network of more than 32 lakhs units in the country.

At present, the small-scale industry sector is one of the largest employers in the country, providing direct employment to an estimated over 18 lakh persons. So, it has emerged as a conduit for fulfilling the national objectives of providing gainful employment.

The present study has been undertaken to examine the problems of workers in small-scale industries (SSI). The study is conducted in Satara M.I.D.C. area.

As far as, the survey is concerned, medium scale and small-scale industries are selected for the survey of the workers.

Skilled, semi-skilled and unskilled workers are selected for the survey.

#### **1.10 Limitations of the study –**

During the study researcher has to face limitations, which are as follows.

1. Study is restricted only to workers and supervisory level
2. Some workers are not ready to give the real picture of correct information because they think their interviews are a part of enquiry which is conducted by the company.
3. Many workers are from villages and due to low literacy, sometimes they give incomplete and wrong information to the researcher.
4. It is difficult to collect the information sometimes due to communication barriers.
5. All the workers are not totally aware of, Labour Welfare Services, viz. safety services, health services etc.

## **1.11 DESIGN OF DISSERTATION**

The dissertation is divided into the following chapter

### **CHAPTER - ONE**

#### **RESEARCH METHODOLOGY**

This is first chapter. It deals with introduction of the subject. It includes objectives, hypothesis and scope of the study. This chapter also gives information about methods of data collections, importance and limitations of the study.

### **CHAPTER – TWO**

#### **HISTORICAL BACKGROUND AND INDUSTRIAL DEVELOPMENT OF SATARA DISTRICT.**

Second chapter deals with historical background and industrial development of Satara and Maharashtra Industrial Development Corporation, Satara.

### **CHAPTER – THREE**

#### **THEORETICAL FRAMEWORK**

Third chapter deals with labour welfare, working conditions and compensation package, for the workers.

### **CHAPTER – FOUR**

#### **DATA ANALYSIS AND INTERPRETATION**

Fourth chapter contains analysis and interpretation of data collected relating to workers' wages, bonus working conditions welfare facilities etc.

### **CHAPTER – FIVE**

#### **OBSERVATIONS CONCLUSION AND SUGGESTIONS**

This chapter deals with observations, conclusions and suggestions relating to workers' problems in small.- scale industries.