

CHH. SHAHU CENTRAL INSTITUTE OF BUSINESS EDUCATION AND RESEARCH,  
KOLHAPUR

DEPARTMENT OF ECONOMICS

M.Phil. Course in Economics - 1986-87

"A STUDY OF IMPACT OF SOCIAL SECURITY-CUM-LABOUR WELFARE MEASURES  
ON PRODUCTION, ASSESSMENT AND ATTITUDES OF  
THE INDUSTRIAL WORKERS OF K.S.R.T.C., REGIONAL WORKSHOPS,  
HUBLI

Q U E S T I O N N A I R E

(Strictly Confidential)

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QUESTIONNAIRE  
(Strictly confidential)

## 1. PERSONAL DATA

1. 1. Name
- 1 2 Postal Address:
- 1 3 Religion
- 1 4 Education : General: Primary: Secondary: Intermediate  
Degree  
: Technical: I.T.I: Diploma: Degree
- 1 5 Designation : Helper A : Helper B: Asstt. Artn. : Artns.  
L.H.
- 1 6 Section
- 1 7 Experience
- 1 8 Payment drawn p.m.
- 1 9 Marital status : Unmarried: Married: Widowed: . Deserted:  
Divorced
- 1 10 Type of family : Unitary: Joint
- |   |    |                              |                        |           |          |
|---|----|------------------------------|------------------------|-----------|----------|
| 1 | 11 | Number of dependent children | : Male: Below 14 years | Adult No. |          |
|   |    |                              | Female: Below 14 years | Adult No. | G. Total |
|   |    |                              |                        |           | G. Total |
|   |    |                              |                        |           | G. Total |
- 1 12 No. of other dependents : Male  
Female
- 1 13 No. of earning members : Male Female
- 1 14 Native Place : City Town Village

## II. STATUTORY WELFARE FACILITIES

## 2 HEALTH AND SANITATION

- 2 1 Does the Corporation provide you hospital facilities? Yes No
- 2 2 Do you get this benefit for you as well as for your dependent? Yes No
- 2 3 What is your opinion about hospital service? Good Fair Unsat.

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2	4	Do you want to suggest anything about it? If yes, please suggest.	Yes	No	
2	5	Are there urinals/lavatories?	Yes	No	
2	6	What is their condition?	Good	Fair	Bad
2	7	Do you want to suggest for their improvement? If yes, please suggest	Yes	No	
2	8	Do you get drinking water & washing facilities?	Yes	No	
2	9	Do you have retiring room facility?	Yes	No	
2	10	What facilities are provided to you during rest period? Nespapers - Periodicals - Radio - T.V.			
2	11	What is your opinion about retiring room?			
2	12	Any suggestion for their improvement	Yes	No	
2	13	Are there spittoons?	Yes	No	
2	14	Do you think that the working atmosphere of your workshop is free from dust and fumes, gases and smoke, and other effluents? (i) Ventilation (ii) Dust & fumes, (iii) Gases and smoke, and Other effluents?	Yes	No	
3	SAFETY				
3	1	Does the Corporation make First-Aid provisions in the Deptt.?	Yes	No	
3	2	Are there First-Aid provisions in the Deptt.	Yes	No	
3	3	Are there safety equipments and machinery guards in your Deptt.?	Yes	No	
3	4	Do you think that these equipments are adequate?	Yes	No	
3	5	Does the Corporation arrange any safety training programme?	Yes	No	
3	6	Is there a safety committee in your workshop?	Yes	No	
3	7	If yes, are there any Departmental Representa- tives on this committee?	Yes	No	
3	8	Do you think that the committee is functioning properly?	Yes	No	

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- 3 9 What is the number of accidents in your  
during 1986?
- 3 10 Which facilities do you get at the time of  
accident on the spot/after accident/  
hospitalised?  
(a) First Aid (b) Hospital (c) Leave with  
wages (d) Anyother
- 3 11 Do you get uniform for your job? Yes No  
If yes: particulars:
- 3 12 Any suggestions regarding Safety Measures? Yes No  
If yes, please suggest:
- 4 CANTEEN
- 4 1 Is there Canteen/Dinner Hall in your workshop  
Premises? Yes No
- 4 2 Is Canteen managed by the Corporation/  
Workers Co-operative/Private Contractor
- 4 3 Is it run on Profit basis/No Profit-No loss  
basis?
- 4 4 What are the eatables available in your Canteen?
- 4 5 Does Canteen provide you eatables/Food  
at subsidised rate? Yes No
- 4 6 If yes, do you take it? Yes No
- 4 7 Is there a Tea Trolley System in your Canteen? Yes No
- 4 8 What is your opinion about the cleanli-  
ness of Canteen/Dining Hall? Good Fair Unsat.
- 4 9 What is your opinion about the quality of  
eatables/food provided by your Canteen? Good Fair Unsat.
- 4 10 Is there a Canteen Committee? Yes No
- 4 11 If yes, are there Departmental  
Representatives on the Canteen Committee? Yes No
- 4 12 Do you have any suggestions to make about Canteen/  
Dining Hall facilities Yes No  
If yes, please suggest

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## 5 PROVIDENT FUND AND GRATUITY

- 5 1 Is Provident Fund Act, 1952 applicable to your Corporation? Yes No
- 5 2 If yes, what is the rate of Contribution? Yes No
- 5 3 Would you like to make any suggestions regarding this Scheme, If yes, please suggest. Yes No
- 5 4 Does the Corporation provide Gratuity to the workers? Yes No
- 5 5 If yes, how much amount of Gratuity is given?
- 5 6 What is your opinion about Gratuity Scheme Good Fair Unsat.

## 6 WORKMEN'S COMPENSATION ACT

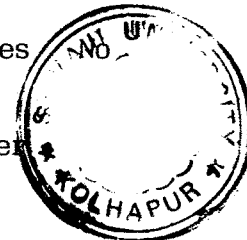
- 6 1 Is Workmen's Compensation Act Applicable to your Corporation? Yes No
- 6 2 If yes, how and when you get this benefit?
- 6 3 What time interval elapses between the application and disbursement of the benefit?
- 6 4 What is your opinion about these benefits? Good Yes No

## 7 EMPLOYEES STATE INSURANCE ACT

- 7 1 Is ESI Act applicable to your Corporation? Yes No
- 7 2 Are you covered under this Act? Yes No
- 7 3 If yes, what is the rate of Contribution?
- 7 4 What is your opinion about its functioning? Good Fair Unsat.

## 8 LEAVE FACILITIES

- 8 1 Does the Corporation provide your adequate leave facility? Yes No
- 8 2 Do you get leave with pay? Yes
- 8 3 If yes, how many days in a year?  
(a) Privilege (b) Sick Leave (c) C.L. (d) Any other



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- 8 4 Have you any time remained absent without informing the management? Yes No
- 8 5 If yes, what actions did Management take against you?
- 9 <sup>N</sup> WORKING HOURS  
^
- 9 1 What are the working hours at your Corporation? Yes No
- 9 2 Do you have shift system? Yes No  
If yes, how many? (Duration)
- 9 3 What is your opinion about the working hours? Good Fair Unsat.
- 9 4 Do you feel any change is needed? Yes No
- 9 5 Are you willing to work over time? Yes No
- 10 INCENTIVES
- 10 1 Is there any Incentive Scheme in Your Corporation? Yes No
- 10 2 If yes, since when it is under operation?
- 10 3 What is the mode of giving Incentives?  
a. Monetary d. Monetary + Certificate  
b. Certificate e. Monetary + Medals  
c. Medals f. a + b + c.
- 10 4 Is it linked with Regularity/Productivity? Reg; Pty
- 10 5 Is there any provision for Repast allowance? Yes No  
If yes, how much it is paid?
- 10 6 What is your opinion about the Incentive Scheme? Good Fair Unsat.
- 10 7 How do you view if Incentive Scheme is linked with Productivity?  
Agreeable: Disagreeable
- 10 8 Do you have any suggestion pertaining to to Incentive Scheme? Yes No  
If yes, please suggest.
- 11 FESTIVAL ADVANCE
- 11 1 Does the Corporation provide you Festival Advance? Yes No
- 11 2 If yes, what is the amount disbursed?

11 3 What is the mode of repayment?

12 DEATH-CUM-RETIREMENT BENEFIT FUND

12 1 Does the Corporation provide Monetary benefit to the dependent of the deceased person? Yes No

12 2 Are you contributing towards the Funds? If yes, what is the rate of Contribution?

12 3 Does the retiring employee receive retirement benefit fund? Yes No

12 4 Is it disbursed immediately? Yes No

12 5 What is the mode of disbursement

13 BONUS/EX-GRATIA

13 1 Do you get Bonus-Ex-Gratia Benefit from the Corporation? Yes No

13 2 If yes, at what rate?

III NON-STATUTORY WELFARE FACILITIES

14 HOUSING

14 1 Are you provided with Housing facilities by the Corporation? Yes No

14 2 If yes, on what basis do you get the accommodation?  
Seniority Preference

14 3 What is the condition of lighting and sanitation of your quarter? Good Fair Unsat.

14 4 What problems are you facing pertaining to Housing:  
Lack of Space: Locality Any other

14 5 Are you satisfied with Housing facilities extended to you? Yes No

14 6 Any suggestion for their improvement? If yes, please suggest. Yes No

14 7 Are you willing to accept if quarters facility is extended to you? Yes No

- 14 8 If yes, how much rent you are willing to pay for it?
- 15 CONVEYANCE FACILITIES
- 15 1 What is the distance between your residence and workshop?
- 15 2 What are the modes of conveyance for you to reach the Workshop?  
on Foot/Bicycle/Call Bus/Corp. Bus/Train/Any other.
- 15 3 Do you experience any problems in the conveyance?  
If yes, What are they?
- 15 4 Do you have any suggestion to offer regarding conveyance facilities? Yes No  
If yes, please suggest.
- 16 TOURING FACILITIES
- 16 1 Does the Corporation provide you Free Pass Touring facilities? Yes No
- 16 2 If yes, since when?
- 16 3 Is there independent instructor appointed to impart education? Yes No
- 16 4 How Many free passes do you get?
- 17 WORKERS EDUCATION
- 17 1 Has the Corporation launched any workers education programme? Yes No
- 17 2 If yes, since when?
- 17 3 Is there independent instructor appointed to impart education? Yes No
- 17 4 Are classes conducted: daily/weekly/fortnightly/monthly/seldom Yes No
- 17 5 What is the duration of each class?
- 17 6 Are these timings convenient for you? Yes No
- 17 7 Are you paid any extra payment for attending class? Yes No
- 17 8 What is your opinion about the classes conducted Beneficial/Futile/Satisfactory/ unsatisfactory



## 18 EDUCATIONAL FACILITIES TO THE DEPENDENTS

- 18 1 Does the Corporation provide educational facilities to your Deptt. Yes No
- 18 2 Is Corpn. running independent Institutes to impart education to your Deptts.? Yes No
- 18 3 Is the Corpn. providing any facilities to seek education? Yes No
- a. Monetary Fees Scholarship  
b. Non-Monetary - Books Free Con. Pass - Lib. facilities  
c. Re-imburement of fees
- 18 4 Are these facilities extended to: Arts/Comm/Sc/Tech. courses? Yes No
- 18 5 Is there any facility for adult education programme/craft Edn.? Yes No
- 18 6 Any suggestions pertaining to education for your dependents

## 19 RECREATIONAL FACILITIES

- 19 1 What are the recreational facilities extended to you?  
Sports - Dramas - Cinema - Playground - Music Programme  
Women Welfare Centres
- 19 2 Any suggestion pertaining to recreation facilities

## IV GENERAL

## 20 TRADE UNIONS

- 20 1 How many trade unions are functioning in your premises?
- 20 2 Which of them is/are recognised by the Management?
- 20 3 Are you member of any Trade Union ? Yes No
- 20 4 What is your opinion about the relationship between T.U. and Mgt.? Good Fair Unsat.
- 20 5 What is your opinion about the functioning of T.U.  
a. In Educating the workers about their rights and duties  
b. In the conduct of on the job training/welfare activities

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## 21 CO-OPERATIVE SOCIETIES

- 21 1 Is there any Co-operative Society functioning in your Corpn.  
 a. Consumers Co-op. Society.  
 b. Credit Co-op. Society.  
 c. Co-Op. Housing Society.
- 21 2 If yes, what benefit do you reap from them:  
 a. Essential commodities at subsidised rate.  
 b. Loan Facilities.  
 c. Housing facilities.
- 21 3 What is your opinion about their working?.
- 21 4 Any suggestions to make about welfare facilities.

## V A T T I T U D E S

- 22 1 Has the Corporation launched workers participation in Mgt. Schemes? Yes No
- 22 2 At what level? Shop floor - Middle level - Top level
- 22 3 Any suggestions pertaining to this scheme?
- 22 4 What is your opinion about workers-Management relations?  
 Democratic - Participative - Authoritative
- 22 5 What is your relationship with the Supervisors?  
 Cordial - Hostile - Authoritative
- 22 6 What is the behaviour of your fellow workers with you?  
 Cordial - Hostile -
- 22 7 Are you willing to serve the Corporation till retirement? Yes No

ANY OTHER SUGGESTIONS

PERSONAL OBSERVATIONS IF ANY: