
RESEARCH METHODOLOGY

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INTRODUCTION :

It is obligatory on the part of the industry to provide welfare measures to its employees for the social and intellectual development. It is commonly felt that the management and workers are two different sections working in isolation. This type of attitude always brings a disturbed interaction between the two. It should be remembered that both the management and workers are equal partners in production and hence, have an equal share of fruits of production. Industry is not an end by itself but a means to improve the standard of living of the common worker (Jain, 1983). Hence, it is the duty of the management to provide welfare measures to the employees so that the latter feel comfortable and develop a sense of belongingness.

Any worker who joins an organization comes with a unique personality and temperament. He has different aspirations and goals in life. The management has to respect the dignity of every worker and give due attention to his welfare.

These welfare measures are broadly classified into two categories :

- (i) Statutory a n d
- (ii) Non-statutory services.

If the organization provides all the measures to the employees, the industrial harmony and peace will be maintained and the worker devotes his fullest energy for the growth of the organisation.

IMPORTANCE OF THE STUDY :

Industrial worker to-day constitutes functionally a very significant and valuable element to the Nation's economy. The need for the welfare measures to the workers would immediately be apparent if we make an overall survey on living and working conditions of these workers. A proper organization and administration of welfare facilities will definitely play a vital role in promoting better living and working conditions for the industrial workers. These welfare measures will also increase the productivity of the organization and produce a sense of satisfaction in the work and belongingness to the industry among workers.

These welfare measures should primarily enable the worker to lead a richer and more satisfactory life.

The scope of labour welfare does not limit to the facilities within or near the organization. It brings under its purview all the welfare measures and services related to better health, nutrition and sanitation, canteen, creche, rest and recreational facilities, transport, education, housing, holiday facilities, etc.,. These measures also include social security measures such as industrial health, insurance, provident fund, gratuity, workmen's compensation, pension, maternity benefits, retirement benefit, etc.,. A study of this kind i.e. assessment of the welfare measures in the organization would help the management to improve, modify or add the services so as to enable the worker to develop both socially and intellectually. This will inturn maximize the production of the organization. Hence, the study of statutory and non-statutory provisions in IDPL and workers' opinion towards the same was taken.

AIM :

The present study is aimed at understanding the welfare measures provided by the IDPL, Hyderabad and the opinion of workers towards the welfare facilities.

OBJECTIVES :

The following are the objectives of the study :

- 1) To find out the welfare measures existing in the organization.
- 2) To find out the opinion of workers towards the welfare measures.
- 3) To suggest the measures to improve the existing welfare facilities or to suggest new measures for the welfare of the workers.

RESEARCH DESIGN :

The investigator has adopted descriptive design for his study. He has thorough knowledge of universe where he planned to conduct the study. The study portrays the existing welfare facilities in IDPL and the opinion of the workers about these facilities. Since the idea of the study is to have complete and accurate information, procedures were very carefully planned. The study is aimed at, not to pose a problem and provide the solution but to acquire knowledge. As rightly pointed out by Raj (1981) descriptive study designs are not entirely motivated by hypothesis. Hypotheses are formulated on the basis of the description of the existing data or material. In this study

hypotheses are not formulated because these are to be framed based on the information obtained.

DETAILS ABOUT THE ORGANIZATION :

The Indian Drugs and Pharmaceuticals Ltd.(IDPL)Hyd was established in the year 1961. The registered office of IDPL is at New Delhi. There are three plants. The three plants are :

- (i) Synthetic Drugs at Hyderabad,
- (ii) Antibiotics at Rishikesh, and
- (iii) Surgical instruments at Madras.

The IDPL plant is the largest of its kind in India and perhaps in the east. About 50,000 tonnes of 140 items of raw materials go into production annually. There are about 10,000 workers employed in the plant and the plant is in operation on all the 365 days of the year. The IDPL plant of Hyderabad contribute as much as 35% of the total bulk drugs production in the country. The formulations unit has a capacity of 4,000 million tablets per annum.

The capacity utilization is normally around 90%. There are different departments in the plant like production planning, control, technology, pollution control, safety, etc.,.

IDPL-Hyderabad made a major breakthrough in 1972-73 when it earned a profit of Rs. 30.86 lakhs. The profitability of this plant has been increasing steadily with the addition of more drugs. The IDPL has established a well organized research and development laboratory much earlier.

Apart from the usual statutory benefits, such as provident fund, gratuity, canteen, and creche, the employees enjoy a number of other facilities. A well established township with 820 quarters has been constructed. A fair price shop caters to the needs of the employees. Free education for the children of the employees is provided in IDPL High School. Certain employees are given free transport and their children enjoy similar facility to go to city schools and colleges. Three recreation clubs are existing in the township with free accommodation and liberal grants from the management. An auditorium with a seating capacity of 1000 with modern amenities was constructed. A kalyanamantapam is also there in the township to perform the marriages and other social functions.

A sports council was formed in 1971 to encourage the talented individuals interested in sports and games. The IDPL teams actively participate in tournaments organized by the respective sports federation.

A co-operative credit society was formed in 1975, and presently it has more than 3,000 members. Loans on nominal interest have been advanced to more than 2,000 members. A credit facility for purchase of house-hold articles has also been introduced recently.

In the last 25 years IDPL-Hyderabad has grown faster to meet the requirements of the country in the Pharmaceutical field. The IDPL-Hyderabad provides basic drugs like Antibiotics, Vitamins, Anti-Filarial, Diuretics, Sulphas, Analgesics and Antipyretics, Antituberculous Hypnotics, Anti-diabetic, Anti-bacterial and some intermediates.

SAMPLING :

The total number of workers in the organization is classified into 10 blocks according to their nature of job. The investigator had selected 10 permanent workers from each block at random. The first respondent was selected based on lottery method and regular intervals were given for the selection of 10 respondents from each block according to total strength in the block. The same procedure was used for selecting respondents from other blocks also. Hence, the method of sampling adopted is disproportionate stratified sampling method. On the whole the investigator had selected 100 workers for his study.

METHOD OF CONDUCTING THE STUDY :

The investigator had approached the management and obtained permission to conduct the present piece of research work. He discussed very informally both with the management personnel and workers about the welfare measures existing and the opinion of the latter towards the same.

Based on the information obtained from the management personnel and workers, and careful review of literature pertaining to the topic, a tentative interview schedule was prepared. The same was administered on ten workers to find out the suitability of the tool for the study. Certain modifications were made based on the responses of the workers and prepared a final version of the interview schedule.

The interview schedule covers the following areas:

1. Socio-demographic factors,
2. Information pertaining to existing statutory and non-statutory measures
a n d
3. The opinion of the workers towards the welfare measures provided to them.

The interview schedule was administered on all the respondents. The interview was mostly informal in

nature. The interview was held in a very congenial atmosphere. Each interview lasted for about an hour. The leisure time of the worker was used for the purpose of interviews.

Certain information regarding the welfare measures was also obtained from the management personnel.

The information thus gathered, was entered in a master table, by giving necessary codings. The data were tabulated.

DEFINITION OF THE TERMS :

THE MANAGEMENT PERSONNEL - The Management personnel means the company's chairman and/or Managing Director or any other person authorised to act on his behalf and/or on behalf of the company.

EMPLOYEE Employee means any person who is a workman as defined in section 2(ii) of the Industrial Employment (standing orders) Act, 1946 and who is employed by the company either on monthly basis or daily rated wages.

PERMANENT Employee means an employee who has been engaged on a permanent basis and

whose appointment has been confirmed in writing by the employer and includes an employee who has completed a satisfactory probation of 12 months in aggregate in the same or another occupation in the Establishment including the breaks due to sickness, accident, leave, lockout, strike (not being an illegal strike) or involuntary closure of the establishment.

PROBATIONER

Probationer means an employee who is provisionally employed to fill a permanent vacancy or post and who has not completed 12 months of service in the aggregate in the post.

Provided that the Management may, in any particular case, where they are not satisfied with the work, attendance and/or conduct of the employee extend the period of probation by a period of not exceeding six months.

Provided further that a probationer shall continue to be so, until and unless his probation is declared in writing, to have been completed satisfactorily, within a reasonable time.

A TEMPORARY

A temporary workman is an employee who has been engaged for work which is of an essentially temporary nature likely to be finished within a limited period or who is employed in connection with the temporary increase of work of a permanent nature.

AN APPRENTICE

An apprentice is a learner or a trainee whose terms of apprenticeship or training are governed by the contract and/or provisions of the Apprentices Act, 1961.

A CASUAL

A casual worker is an employee whose employment is of occasional or casual nature either on monthly salary or on daily wages.

A BADLI

A badli is a workman who is appointed in the post of a permanent workman or a probationer who is temporarily absent.

STATUTORY

Statutory welfare work comprising those provisions of welfare work whose observance is binding on the employers under law. With a view to maintain a minimum standard of health and safety, etc., of the workers, the Government

of a country enacts certain rules under various Acts or Ordinances which have to be abided by the employers in respect of their workers. Such rules may relate to certain essential working conditions, e.g. hours of work, sanitation, etc.,.

NON-STATUTORY : Voluntary welfare work which includes all those activities conducive to the welfare of the workers which are undertaken by the employers themselves of their own free will. Some social organizations also undertake this type of work.

LIMITATIONS OF THE STUDY :

The scope of the study is limited only to the Indian Drugs and Pharmaceuticals Limited, Hyderabad, and the results are not applicable to other branches of Indian Drugs and Pharmaceuticals Limited.

CHAPTERIZATION :

The entire study is divided into five chapters.

- I INTRODUCTION
- II REVIEW OF LITERATURE
- III RESEARCH METHODOLOGY
- IV RESULTS
- V DISCUSSION AND CONCLUSION

BIBLIOGRAPHY

APPENDIX

INTERVIEW SCHEDULE.