

CHAPTER-2

RESEARCH METHODOLOGY ADOPTED

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Selection of Topic :-

Nowadays, in modern industrial society, the industrial relations constitute one of the most delicate and complex problems. Workers have their unions and employers, their bargaining associations to give a tough fight to each other and establish their powers. Besides Government has played a growing role in industrial relations in part by becoming the employer for millions of workers and in part by regulating working conditions in private employment. Non-fulfilment of many demands of the workers have brought industrial unrest.

The creation and maintenance of good relations between the workers and the management is the basis on which the development of an Industrial Democracy depends. The healthy and orderly industrial relations in an enterprise generate attitudes which procreate progress and stabilise democratic institution. Through stability, workers' unions obtain more benefit for their work force. The Government would like stable relations to prevent both for better production and for easier law and order. Hence the study of labour management is very important.

'Vidarbha' and especially Amravati district in this region is famous for cotton production. Hence there are three mills in Amravati District. One of them is situated in Achalpur Tahsil. It is important to note that

Vidarbha Mills Berar, Achalpur, is a big and old textile unit in Amravati District. As we know Labour-Management relations play a vital role in the development of any industrial unit, I have been interested in studying the role of industrial relations played in Vidarbha Mills Berar, Achalpur. The title of my study is *"An Inquiry into the Relationship of the Labourers of Achalpur Textile mill with their Management."*

Scope and Objectives of Study :

The concept of industrial relation has a very wide meaning. In its narrow sense, it means that employer-employee relationship. In its broader sense, the concept includes the relationship between employer-employee in the course of the running of an industry may project itself into spheres which may cover the areas of quality control, marketing, price fixation and disposition of profits. However, due to the time factor involved in the study, I have confined my study to labour-management relationship only.

The objectives are -

- 1) To know the nature of labour-management relations in the unit under study.
- 2) To know the efforts made by the management to maintain industrial peace.

- 3) To know the implementation of social security measures to maintain labour-management relationship.
- 4) To know the causes of disputes, if any.
- 5) To know the implementation of welfare facilities for maintaining labour-management relationship.

Keeping in view the above objectives, this study focusses on -

- 1) Personal information of workers
- 2) Job History
- 3) Wages earned by workers
- 4) Labour welfare activities
- 5) Labour-management relationship
- 6) Social security measures
- 7) Industrial disputes
- 8) Trade union activities.

Hypothesis :-

- 1) Good relationship depends on the implementation of welfare facilities and social security measures.
- 2) If management is considering workers' needs, problems, then workers should be co-operating with them.
- 3) Smooth and cordial relation depends on behaviour and role of labour officer and workers' supervisor.

Preparation of an Interview Schedule

Taking into consideration the objectives of the study, for collecting requisite information, an interview schedule was prepared which contained a list of questions. This schedule is prepared firstly on trial basis. The final schedule was done after pretesting. Some necessary modifications and alternation of questions in schedule are done, and then final schedule is framed.

The final interview schedule contained personal information, job history of workers, wages earned by workers, labour ~~fa~~ welfare facilities, labour-management relationship, social security measures, industrial disputes, grievance procedure trade union activities.

Selection of Sample

In this study permanent and temporary workers of Vidarbha Mills Berar, Achalpur are taken into consideration. There are total 1775 workers working in six different departments of the mill; thus universe comprising of 1775 workers is divided into six departments. The researcher has selected sample of 90 respondents from the universe by way of stratified disproportionate random sampling using lottery method.

Collection of Data

When I decided to study the labour-management relationship at Vidarbha Mills Berar, Achalpur, I personally

approached the General Manager and Labour Officer of the mill and convinced them about the purely academic nature and importance of the study. All of them agreed to give full co-operation to me.

The researcher has collected data by using following two methods :-

1) Primary or Direct Method -

This is used for seeking information from the workers. The researcher himself collected the information with the help of interview schedule.

In maximum cases, interview has been taken at the residence of workers and in few cases at their working place.

2) Secondary Method -

By using this method researcher has collected necessary information for study from the sources other than respondent. Like history of textile industry in India, history of Vidarbha Mills Berar, organisational chart etc. which is collected from the office records. Again researcher has referred some books, magazines, etc. to collect requisite information for the study.

Analysis and Interpretation of Data -

The information collected with the help of interview schedule and observation were analysed and

interpreted with the help of proper statistical techniques.

Lastly, I have drawn certain conclusion on the basis of collected data. I have also made some concrete suggestions to the unit.

Area of Study (Limitation) -

Since the study is undertaken as a part of the fulfilment of the requirements of the degree course of Master of Philosophy in Social Work, I have restricted my study to the following unit - Vidarbha Mills Berar, Achalpur.
(Achalpur Textile Mill)

In the study, only wages of workers, welfare facilities, disputes, trade union, are taken into consideration.