
C H A P T E R - I I I

M E T H O D O L O G Y O F R E S E A R C H S T U D Y

CHAPTER III

METHODOLOGY OF RESEARCH STUDY

The term research methodology denotes the technique and methods that are adopted for undertaking any research study. The researcher tried to stick with the rules of Research Methodology. This enquiry is based on the principles of Social Work Research and it confined with the method of case study.

The first and important step in research study is the selection of subject. So, the beginning of this research study was also started from the selection of problem. As already mentioned, the topic selected for this research project is "A STUDY OF THE IMPACT OF WELFARE FACILITIES ON THE LIFE PATTERN OF WORKERS IN AN ENGINEERING INDUSTRY, SOLAPUR." (i.e. Shivaji Works Ltd., Shivshahi, Solapur.)

RESEARCH DESIGN :-

A research design is nothing but a research plan and as such the logical and systematic planning and directing the scheme. The research design was prepared in the month of January 1996, and it contained the following points :-

1. Introduction to the problem.
2. Aims and objectives of the study.
3. Coverage
4. Hypothesis.
5. Method of data collection.

6. Sampling method.
7. Report writing

AIMS AND OBJECTIVES OF THE STUDY :-

The aims and objectives of the study are confined to the subject of welfare facilities prevailing in an engineering concern. In this connection the researcher tried to cover the significant and relevant aspects of welfare facilities to enable him to study the same from that perspective.

The aims and objectives have been given at the end of this chapter.

SCOPE OF THE STUDY :-

The present study is confined to the responses to be offered by the selected permanent workers of an Engineering concern located at 10 kms. from the Solapur city. i.e. Shivaji Works Ltd; Shivshahi.

HYPOTHESIS :-

The researcher has to restrict the scope of the present study according to the nature and coverage of Topic before undertaking the research study. The researcher has observed and explored an opportunity for and general background of the study, unless and until the background and methods of study are fixed, hypothesis could not be fixed.

Hypothesis has been defined as tentative solution posed on a cursory observation of known the available data and adopted provisionally to explain certain events and to guide in the investigation other it is in fact a possible solution to the problem.

A hypothesis therefore, is essentially tentative likely to be modified during the investigation. The researcher wishes to test a few hypothesis in connection with the problem of welfare facilities in an engineering concern.

METHOD OF DATA COLLECTION :-

After designing the outline of scheme interview schedule was prepared. The data was collected by interviewing the workers and prominent personalities in the city of Solapur by reviewing the individual worker with the help of interview schedules. The information was collected from service records, personal files and other available devices from the personnel office of the concern.

PILOT STUDY :-

The necessarily changes were made after studying an elementary enquire i.e. pilot study. For the purpose of pilot study first of all five schedules were filled by interviewing 5 samples. And these filled schedules were forwarded to the research guide, for the correction and suggestion in the questionnaire.

SAMPLING :-

Sampling were taken by applying the simple random method. The company population is divided into 7 straites namely - Administrative department, Foundry plant 'A' and 'B', Machine shop 'C' and 'D', Development pattern and general.

Researcher has collected data of 100 permanent workers.

RESPONSES AND CO-OPERATION :-

Generally it is not the tendency of a human being to answer such type of question to third party. So it is always very difficult to a researcher to obtain a good response from the respondents.

But it should be mentioned here the response received in this company was remarkable. The researcher sometimes asked important and impersonal questions but they were fairly answered with. The researcher wants to record his personal thanks to the workers who have given such surprisingly fair response.

PROCESSING AND ANALYSIS OF DATA :-

Elementary classification of all schedules was done according to various different categories. Shiftwise respondents percentage are to be drawn. Statistical tests have been applied. The processing of data was finished by applying the simple classification method.

A table showing shiftwise respondents is given at the end of this chapter.

STEPS IN PROCESSING THE DATA :-

- a. Selection on the basis of simple random sampling
- b. For avoiding the statistical errors and bases on the part of the researcher, and for sticking to the objectives of the study.
- c. Coding :- For the easy way of classification of the data researcher prepared a code-book.
- d. Master-sheet :- The entire data was collected in two separate schedules i.e. 100 workers (shop floor level including clerks) and 20 prominent social personalities in the city of Solapur simultaneously.
- e. Tabulation :- For the testing the hypothesis and for the expression of the data in least space all the collected data was framed in tabular form and also easy comparison statistical tables were prepared.

REPORT WRITING :-

The last significant stage in project report is writing the report. Researcher has divided the report in the following chapters :-

- I. Introduction to the theme of study.
- II. Introduction to the organisation in under study i.e. History and development of the organisation.
- III. Methodology of Research Study

- IV. Presentation of data.
- V. Summary of Findings, Conclusions and Suggestions.

OBJECTIVES OF THE STUDY :-

1. To collect information and measure an awareness of employees in Shivaji Works Ltd. towards the concept of welfare and its nature introduced through standing orders and in other material if any.
2. To know as ascertain the impact of statutory welfare facilities on the life pattern of workers in an engineering industry as introduced through factory legislation.
3. To understand and indicate the difference between statutory and non-statutory facilities.
4. To review the impact of statutory and non-statutory facilities on the life pattern of engineering employees in the state of Maharashtra and especially on the selected Kirloskar group of Industries.
5. Review of the material as composed in the report of national commission of labour.
6. To record the viable suggestions that may improve the quality of life of the workers.
7. To prepare and submit research dissertation for M.Phil. degree in Social Work of Shivaji University.

8. To describe and review the related factors influencing the life pattern of industrial workers and their families.
9. The labour problems in factories such as absenteeism, indebtedness, inhygenic conditions, fatigue were ample, however improvements in labour legislation resulted in modifying life pattern of workers in factory culture. The hypothetical objective of ensuring research study aims to review changes in life pattern and life cycle of engineering workers receiving benefits of statutory facilities.

SCOPE OF THE STUDY :-

- A. The study covers 100 workers and welfare facilities provided by the Industry.
- B. The study also covers 20 prominent social personalities in the Solapur city.

DEFINITION OF KEY-CONCEPTS :-

1. Statutory :

Statutory welfare refers to those provisions which are derived from the coercive power of the Government. The state directs its policy towards securing an adequate livelihood for all working class and enacts certain legislations regarding working and living conditions, minimum wage, safety and sanitation.

2. Accident :

In the several contexts of labour welfare, industrial relation and personnel management the term 'accident' is used in the sense of injury to the worker occurring during and in the course of his employment.(1)

3. Canteen :

The word "Canteen" generally signifies a place where eatables and drinks are served and also container for carrying (and serving) drinks and eatables. In labour welfare administration, the term 'canteen' refers to a place at the work place in which wholesome food and drinking are provided to workers at cheap rates and also to a mobile van or container being called mobile canteen from which food and drinks to workers are served near the work spot. ...(2)

4. Creche :

A creche is nursery. It is an important word in the labour welfare vocabulary. A creche would be defined as a place where babies of working mothers are taken care of while the mothers are at work.

5. Gratuity :

Gratuity is something of the nature of a gift and a gift is not a thing, which can be compelled. It is not synonymous with compensation. It can not be demanded as of right as it

does not involve a return of consideration. Gratuity is voluntarily given by way of favour and is an act of grace.

6. Housing :

A 'house' is an apartment and the 'housing' is living facilities for human beings or the development of living facilities for human beings. ... (3)

7. Recreation :

Recreation is any form of activity in which an individual feels forgetfulness without any compulsion, restriction or pressure from outside because it elicits from him a harmonious and satisfying response.

8. Workers Education :

The objects of the workers education scheme is to "Create over a period of time despite, lack of general education at well informed, constructive, and responsible minded industrial labour force capable of organising and running trade union on sound lines without leaning heavily on outsiders and without lending themselves to exploitation by extraneous interest." ... (4)

9. Trade Union :

The Indian Trade Union Act of 1926 defines a trade union as "any combination whether temporary or permanent formed primarily for the purpose of regulating the relations

between workmen and employers or between workmen and workmen, between employers and employees or for imposing restrictive conditions on the conduct of any trade or business and include any federation of two or more trade union."

- (1) M.V. Moorthy - Principles of Labour welfare (Page no. 138)
- (2) M.V. Moorthy - Principles of Labour welfare (Page no. 73)
- (3) Edited by H.P. Fairchild - Dictionary of Sociology, philosophical library, New York (Page no. 144)
- (4) The Indian labour year book 1963 Labour Bureau, Ministry of Labour and employment. Govt. of India, Simla (Page no. 126)

HYPOTHESIS FRAMED :-

The study is undertaken in view of the following set of hypothesis.

1. The life pattern of industrial workers depends upon working conditions as well as protection under Factory Act.
2. Engineering workers' life pattern relatively affects family and family cycle in community.
3. Welfare facilities create healthy atmosphere in the work place, thereby improving the productivity and efficiency of workers.
4. The provision of Labour Laws and directives of judicial authorities help to improve the labour welfare measures positively.

METHODOLOGY :-

1. Simple random sampling is selected for collecting the data.
2. Methods of data collection :- Data was collected by administering an interview schedule to 100 respondents from Shivaji Works Ltd., Solapur.
3. Source of Data :- Official documents and records were used as a source of secondary data.
4. Tools of data collection :- Interview schedule was the main tool used for primary data collection.
5. Period of data collection :- The data was collected in February/March 1996
6. Coverage of the study :- The study covers 100 permanent workers of Shivaji Works Ltd., Solapur.
7. Limitations of study :- The study was limited to 100 workers in only one industry, namely, Shivaji Works Ltd., Solapur.

A. Department-wise Respondents are enlisted below -

Sr.No.	Departments	No.of Respondents
1.	Administrative	22
2.	Foundry Plant A	15
3.	Foundry Plant B	18
4.	Foundry Plant C and IC Plant (Machine Shop)	27
5.	Accounts	6
6.	Research & Development	4
7.	Purchase and Quality Assurance	8
Total		100

B. Table showing the Shift-wise Distribution of Respondents

Sr. No.	Shifts	Respondents	%
1.	General	49	49
2.	First	19	19
3.	Second	15	15
4.	Third	10	10
5.	Rotation	7	7
Total		100	100

COVERAGE :-

The coverage of the research study was restricted to the following statutory and non-statutory welfare measures.

STATUTORY AND NON-STATUTORY WELFARE FACILITIES

STATUTORY WELFARE FACILITIES.

THE FACTORIES ACT 1948 (OUTLINE)

Welfare amenities under the Act :-

- a. Washing facilities (S.42)
- b. Facilities for storing and dry clothing (S. 43).
- c. Sitting facilities for occasional rest for workers who are obliged to work standing (S. 44)
- d. First aid boxes one for every 150 workers and ambulance facilities if there are more than 500 workers. (S.45)
- e. Canteens if employing more than 250 workers
- f. Shelter, rest room, lunch rooms, if employing more than 150 workers (S.47)

- g. Creche, if employing more than 30 women. (S.48)
- h. Welfare officer if employing more than 500 or more than that workers. (S.49)

The statutory Welfare facilities are provided under Factories Act 1948, Plantation Labour Act 1951, Mines Act 1952.

Following are the different facilities which are provided to the employees.

1. Washing Facilities :

The Royal Commission of Labour noted that the provision of suitable washing facilities should be provided to the employees. The worker who lives in crowded areas has inadequate facilities for washing and bathing etc. These provisions would add to his comfort, health, efficiency.

The Commission recommended that the workers engaged in dirty processes must have suitable washing place and water should be made available compulsorily.

Section 42 of Factories Act clears that every factory has to provide adequate and suitable washing facilities separately for the use of male and female workers.

2. Facilities for storing and drying clothing :

It is the only Factories Act which has amended this provision. The provision of suitable places for keeping clothing and for drying the wet clothing should be provided

to the employees. This facility include the provision of separate rooms or lockers.

3. Facilities for Sitting :

Every factory has to provide necessary sitting arrangements particularly for workers who are to do the work in standing position. This gives the opportunity to the worker for rest which may occur in the course of their work.

4. First Aid Appliances

The Royal Commission of Labour recommended that in the case all factories where mechanical power is used a first aid box of prescribed standards should be provided and maintained in different departments according to the number of workers. The number of such boxes must not be less than one for every 15 workers. In case there are more than 500 workers an ambulance room of the prescribed size containing equipment should be provided.

5. Shelters, Rest Rooms and Lunch rooms :

Every factory employing more than 150 workers must provide adequate and suitable shelters or rest room and a lunch room with the provisions of drinking water, where workers can eat the food brought by them. These are to be sufficient of lights and ventilation and to be maintained in a cool and clean condition.

6. Canteen

The Royal Commission of Labour recommended that the canteen should be provided at the work place. The canteen should be provided wherein more than 250 workers are employed . In the Canteen there must be facility of dining hall, washing place etc. The dining hall of the canteen must have accommodation for atleast 35% of the workers at a time.

In case of plantation of Labour Act the provision of canteen is a statutory obligation.

7. Creche :

The need for setting up creches in industrial establishments was stressed by the Royal Commission on Labour. It recommended that the provision of creches should be made statutory obligation in all factories employing not less than 250 women. According to Section 48 of Factories Act, the setting up of creches in every Factory wherein 30 women workers are ordinarily employed, creche room should be provided. The room must provide adequate accommodation and they should be adequately lighted and ventilated.

8. Welfare Officer :

The Royal Commission of Labour recommended the appointment of Labour Officer. Integrity, Personality, Energy, the power of understanding individuals are the main qualities required.

The Factories Act 1948 provides for the statutory appointment of a welfare officer in a Factory. In a every Factory wherein five hundred or more workers are employed the occupier shall employ in the factory the Welfare Officer.

NON-STATUTORY WELFARE FACILITIES - VOLUNTARY :

There are certain employers especially in the organised sector of industry, who have provided a wide range of welfare services to their employees.

1. Education facilities :-

The economic and social progress of a country depends upon the quality of its work force. Education plays a very important role in motivating and enabling the workers for acceleration progress and for their mental and physical development.

Improvement in the quality of the industrial work force demands accelerated economic development for which education of workers, their families and their children is very essential. Efforts have been made by some of the employers to provide adult education facilities to their employees. But so far no tangible efforts are being made to eradicate illiteracy amongst industrial workers.

2. Medical facilities :-

Employers whether in private or in public sectors have been providing medical facilities for their workers and their

families. These undertakings provide suitably equipped first aid centres, ambulance rooms and even regular hospitals either in the factory premises or inside the town.

3. **Transport facilities** :-

It is key factor which is responsible for attainment of industrial development. Transport facilities to workers residing at a long distance are essential to relieve them from strain and anxiety. Such facilities also provide greater opportunity for relaxation, recreation and which helps in reducing the rate of absenteeism. In certain cases where industries are established in isolated or distant places, the undertaking either provide their own transport services or pay conveyance allowance.

4. **Recreational facilities** :-

Recreation is to be taken as opposite of the work. It has an important bearing on the individuals personality as well as his capacity to contribute to social development. It gives an opportunity to the workers to develop his sense of physical and mental discipline. Music, dance, drama, games and sports, paintings, carvings are the different forms of recreation.

The process of industrialisation itself has accelerated the need for recreational services.

5. **Housing Facilities** :-

Some of the industrial employers both in public and public sector have provided housing facilities to their employees

Those who are not provided accommodation are entitled to house rent allowance at a rate fixed by the Company.

6. Consumer Co-operative Societies :

Consumer co-operative Society has both economic and social benefits. According to Co-operative Planning Committee "Co-operation is a form of ORGANISATION in which persons voluntarily associate together on the basis of equality for the promotion of the economic interest".

This is based on -

- A) No one is compelled to join a co-operative society nor is its membership closed afterwards.
- B) The members combine to promote the economic interest of themselves.
- C) The Management of a co-operative society is democratic.
- D) Co-operative Association is not an association of selfish individuals.
- E) Co-operation is not a movement for economic betterment only.

It leads to development of higher values of life i.e. honesty and unselfishness . It is a spirit of service which works loyalty, fellowship and corporate feelings.

The Co-operative society has a significant role to play in the promotion of economic development of the workers.

Canteen in an industry is a tool of harmonious industrial relations.

Canteen is one of the principal aspect of labour welfare.

The canteens have been recognised as an essential part of an industrial establishment.

According to Section 46 of Factories Act 1948, where about 250 or more than that workers are employed canteen should be provided. This canteen runs on no profit, no loss basis. The dining hall of the canteen must have accommodation for atleast 35% of the workers at a time. This canteen must consist of dining hall, kitchen room, store room and washing place separately for men and women. Sufficient chairs, tables, benches, utensil, crockery and other necessary equipments must be provided for efficient running of the canteen. All the books of accounts, registers and any other documents which are used in this connection with the running of the canteen must be produced on demand of Inspector. The accounts that are related with canteen are to be audited once in every 12 months.

The main object behind the provision of an industrial canteen is -

1. To introduce a nutritional balance
2. To make available cheap and good quality of food
3. To offer an opportunity to relax near the place of industrial establishment. It should be spacious, well lighted, clean and hygienic condition.

Hence it is essential that a good canteens are opened in all the industrial establishments.